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Income

Professional Income of Engineers 1985

PROFESSIONAL INCOME OF ENGINEERS
1985

A Report of an Annual Survey
Conducted by the

ENGINEERING MANPOWER COMMISSION

A Commission of the Engineering Affairs Council
of the
American Association of Engineering Societies, Inc.
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PROFESSIONAL INCOME OF ENGINEERS

Introduction

This is the nineteenth in a series of reports, based on data supplied by employers, on salaries paid to engineering graduates in the United States. As in previous Engineering Manpower Commission surveys, engineering salary data are collected and presented on the basis of experience, defined as the number of years since attainment of a bachelor's degree. Responding organizations provide separate breakdowns of data for supervisory and nonsupervisory engineers with bachelor's, masters, and doctorate degrees.

Following past practices, engineering salary data are presented in both graphic and tabular forms, with details for upper and lower deciles, upper and lower quartiles, medians, and means.

Responding organizations were asked to provide data on salaries in effect on February 1, 1985. Base salaries and regular allowances such as cost of living differentials were to be included; irregular and unpredictable payments for overtime, stock options, bonuses, etc., were to be excluded.

Data were requested for full-time employees only. All engineering graduates were to be reported, including those in non-technical or managerial positions. However, some employers advised EMC, as they have in the past, that many top management personnel with engineering backgrounds were not included in their responses.

The objective of these salary surveys is to measure current levels and trends over time. The surveys are not exactly comparable from year to year because of changes in the composition of industrial sectors, changes in the makeup of the survey participants, and refinements and adjustments in the data collection methods. Despite these known variations, the general results of the salary surveys show a high degree of consistency over time.

The Engineering Manpower Commission does not evaluate individual salary situations, nor does it advise employers on the rates that should be paid for specific positions. EMC salary surveys show that the variation between top and bottom salaries (high and low deciles), for specific engineering positions and levels of experience, is as significant as is variation in pay scales over time. In the final analysis, individual salaries are a function of many factors, including economic conditions of particular industries and firms, and how effectively engineers perform in carrying out work.

History of EMC Salary Surveys

The American Association of Engineering Societies (and its predecessor organization, the Engineers Joint Council) has been engaged in studies of engineers' salaries for over 35 years. In 1949, EJC published *The Engineering Profession in Transition.* Studies of starting salaries for engineering graduates in different fields of employment were done in 1949 and 1950. A special study done by EJC for the Department of Defense was published in 1952 by the Bureau of Labor Statistics, *Employment, Education and Income of Engineers 1949-1950—A Survey of Engineering Society Members of Full Professional Grade.*

The first of the series of reports on *Professional Income of Engineers* was completed in 1953. Thereafter the studies were repeated, first every three years, then every two years. In 1966, EMC began to issue the more detailed *Engineers' Salaries: Special Industry Report* as well as the summary data in *Professional Income of Engineers.* In 1980, in response to many requests from the users of the survey, EMC began to report on engineering salaries annually.

Survey Methodology

Questionnaires were mailed in early Spring, 1985 to EMC's national list of engineering employers. Responses representing 75,896 engineers were obtained from 339 organizations. In 1984, EMC's salary survey experienced similar levels of participation (the 1985 study did not cover salaries of engineers in education).

Salaries were reported on two forms, one for supervisory personnel, the other for non-supervising engineers (copies of the questionnaires are appended to the end of this report). Both forms provided for separation of salary data for engineers with bachelors, masters, or doctorate degrees. After keying in data, machine-based records were printed and compared with the original questionnaires to verify the accuracy of the work.

Further processing of the data included each of the following steps:

1. Preliminary tabulations were run to establish the number of responding organizations and the number of engineers represented in the data for each industrial sector. Sectoral groups were formed only if they included at least five responding organizations and at least 200 engineers. Some sectors that have been included in previous salary survey reports

did not meet these requirements in 1985, including the federal government (no responding agencies this year); local government (insufficient numbers of engineers; the group was combined with state government); and computer manufacturers (too few responding companies; the group was combined with electronic manufacturers). Firms engaged in the manufacture of automotive or railroad equipment, basic metals, ceramic products, food products, textiles, fabricated rubber and plastic products, lumber/wood products, transportation services, and the business/trade/publishing sector all failed to meet minimal requirements for sectoral-level treatment, and were combined into a miscellaneous category. The shipbuilding industry, which had not met the needs for sectoral treatment in 1984, did meet these standards in 1985, and detailed data on that industry is included in this report.

2. Within sectors, no one responding organization was permitted to account for more than one-fifth (20 percent) of the data points, or number of engineering salaries, for the sector. Data for organizations that did not meet this requirement were weighted to bring them into conformity with this limit, with the excess cases allocated among the remaining organizations in the sector. This limits the influence that any single organization can have on the results of the survey. The actual effects of the adjustment are minimal unless the weighted organization differs substantially from others in a sector in its salary practices.

3. Within sectors, further divisions of the data to isolate such groups as all supervisors, all non-supervisors, all of those with masters' degrees, etc., can have the effect of reducing the size of data pools below the 200-case minimal standard for analysis. In such cases, the subgroups are eliminated from the published tabulations and analysis.

4. Across sectors, in overall national estimates for engineering salaries in all sectors, in regional estimates, and in other tabulations drawing on more than one sector, the data are weighted again to bring the sector-by-sector distribution of engineers in line with the actual distribution of engineers in the work force. The basis for this second set of weights is an occupation/industry matrix maintained by the Office of Economic Growth, U.S. Bureau of Labor Statistics. A version of the matrix using data for 1982 was utilized for this year's salary survey; a new occupation/industry matrix is being released by BLS, based on 1984 data, and will be used to conduct EMC's next salary survey in 1986. The BLS estimate of the size of the population of employed engineers is relatively conservative compared to estimates based on other sources such as the 1980 Census (BLS figures for 1982 count approximately 1,165,000 engineers in the labor force).

5. Final salary statistics presented in EMC reports are generated from raw results using four-parameter smooth curves computed by the least squares method. The raw statistics—medians, quartiles, etc.—are developed by straight-line interpolation within a salary bracket, to the nearest $50. For example, if the median salary for engineers with a given level of experience is the 20th case in the $17,000-$18,000 bracket, and if there are 100 cases in this bracket, then the median is 20/100 of the bracket's range, or $17,200.

Raw salary statistics are converted into smoothed curves of the form

$$y = ax^z + bx + c$$

where y = the reciprocal of the salary and x = (43 minus number of years since first degree) raised to the power z. The computational algorithm yields values for the parameters a, b, c, and z which will minimize the sum of the squares of the differences between raw and smooth values of y. The squared differences are weighted by the number of cases associated with each set of data points. Since each curve is computed independently, occasional anomolies are possible, such as curves apparently crossing or supervisors seeming to receive lower salaries than non-supervisors. If there are less than five salaries reported for any given level of experience, no statistics are generated.

Presentation of Results

Curves and tables for this report are organized in a hierarchy, starting with the broadest groupings—"All Industry," "All Manufacturing"—and working down to specific sectors, to the extent permitted by the data and the rules for minimal data pools listed above. Users should consult the Table of Contents for the report, selecting the group most comparable with their own. The classification of responding organizations into analytic sectors is listed in an Appendix, enabling users to judge the applicability of sectoral results to their own situations. Note that the sectoral assignments are selected by the respondents from a list on the questionnaires.

For the first time, EMC's salary curves for 1985 have been generated directly from a machine-based data file using graphics software and a plotter. Each set of curves is accompanied by a tabulation of the data on which the curves are based. Tables include mean salary (not plotted) and the distribution of cases among the several experience levels arrayed across the charts. These numbers should be checked by users to ensure that the distribution of workers in the data is comparable with their situations. The tables list the number of cases above $93,000 or below $18,000, the bracket limits used on the data collection instruments. Each set of tabulations also includes summary information on the number of cases entering into the results (these numbers may be weighted, in which case they will not necessarily agree with the accounting for the original survey response provided on page xi).

Data provided by specific reporting organizations for EMC salary surveys are confidential. Only aggregates and summary data for groups are presented.

The Engineering Manpower Commission's Compensation Committee is currently conducting a wide-ranging, thorough review of all aspects of EMC salary surveys. In particular, steps are being considered to increase participation, to raise the standards of analysis and reporting for the project, and to speed up the survey process so that results can be made available to users significantly sooner than in the past (the goal is release of salary survey results during the summer months). Comments and suggestions will be welcomed.

General Results

In addition to the data for engineers with specific levels of experience that is presented elsewhere in this report, EMC also generates overall estimates of salaries for all engineering graduates. For 1985, these results are:

Overall Engineering Salaries (Weighted National Averages)

Upper Decile	$60,800
Upper Quartile	49,950
Median	40,300
Lower Quartile	33,100
Lower Decile	28,300
Mean	42,950
Number of Cases	70,173
Number over $93,000	721
Number under $18,000	88

Over the years, the impact of inflation on engineering salaries has been devastating, particularly in 1974-75 and 1980-81 when increases in the cost of living reached double-digit levels. The Consumer Price Index for All Urban Consumers reached 317.4 in February, 1985, the reference period for EMC salary data. This represented an increase of 3.5 percent over the preceding 12 months. (The average cost of living during 1967 is used to establish the baseline value of 100.0 for the CPI.)

The following tabulation illustrates how inflation reduces the impact of engineering salary increases over time:

ANALYSIS OF THE EFFECT OF INCREASES IN THE COST OF LIVING ON MEDIAN ENGINEERING SALARIES, 1955-1985*

Engineers receiving bachelor's degree in:	Years of Experience by 1985	Starting Rate:		1985 Rate:		Annual Percentage Increase:	
		Actual Dollars:	Constant Dollars:	Actual Dollars:	Constant Dollars:	Actual Dollars:	Constant Dollars:
1955	30	$ 5,300	$6,617	$49,750	$15,674	7.5%	2.9%
1960	25	6,300	7,159	48,850	15,391	8.2	3.1
1965	20	7,825	8,360	47,067	14,829	9.0	2.9
1970	15	10,500	9,219	44,150	13,910	9.6	2.7
1975	10	13,200	8,397	39,850	12,555	11.1	4.0
1980	5	19,600	8,291	34,050	10,728	11.1	5.2
1983	2	24,800	8,458	30,050	9,468	9.6	5.7
1984	1	26,100	8,513	28,700	9,042	9.5	6.0
1985	0	27,300	8,601	(same)	(same)	N/APP	N/APP

*Starting salaries from prior EMC surveys (figures for 1965 and 1975 interpolated from biennial studies in 1964/66 and 1974/76). 1985 salaries from tabulations for the current survey's weighted national average, interpolating as needed for the longer experience brackets.

In constant dollars, starting salaries for engineers peaked in the late 1960's, fell back somewhat in the early 1970's, and have remained relatively constant since. Starting salaries slightly outpaced inflation between the 1984 and 1985 surveys; the Consumer Price Index rose 3.5 percent, while the median starting rate rose 4.6 percent.

Definitions

1. Industrial Sectors and Combined Groupings:

Weighted National Average tabulations include all reporting organizations.

All Industries include all organizations except government agencies.

All Manufacturing includes aerospace, chemical, electrical and electronic equipment, machinery (other than electric), metal products, petroleum, shipbuilding, and a combined group of "miscellaneous" manufacturers (see below).

Electrical and Electronic Equipment is a summary class for manufacturers of electrical and electronic products, respectively (each sector is also treated separately). Electronic equipment includes manufacturers of computers, unlike 1984 when it was feasible to form a separate analytic category for those companies.

Miscellaneous Manufacturing includes companies in a number of sectors that lacked sufficient data for separate treatment: automobile and railroad equipment, basic metals, ceramics, food products, paper products, textiles, fabricated rubber and plastic products, and lumber and wood products. It also includes responses from organizations in the combined publishing, trade and business sectors; transportation services; and an "other" group composed of organizations not elsewhere classified (see below).

Other Manufacturing is a residual sector used by responding organizations that did not wish to be classed in more specific categories. See the Appendix for a list of these participants.

Non-manufacturing Industries is a summary class that includes communications, construction, consulting and engineering services, mining, utilities, and professional societies and other non-profits.

Consulting and Engineering Services includes those two sub-sectors plus research and development organizations. For cross-sectoral weighting purposes, R&D participants are not counted, as the Bureau of Labor Statistics does not define an analogous R&D category.

Utilities include electric and gas utilities. When combined utilities opted to be classed in both categories, they were placed in the gas category; most of the gas companies are such combined utilities.

Large Industrial Employers have 5,000 or more employees; *Medium Industrial Employers* have between 500 and 4,999 employees; *Small Industrial Employers* have less than 500 employees.

A table classifying the States by the regional groupings used in this report is provided at the opening of the tabulations for salary variations by region.

2. Chart Data:

Median: the point in a ranked array of data that divides the series in half; the case (the value may be interpolated) at the 50th percentile.

Quartile: points in ranked arrays that divide the series into quarters. The lower quartile is the 25th percentile; the upper quartile is the 75th percentile.

Decile: points in ranked arrays that divide the series into tenths. The upper decile is the 90th percentile; the lower decile is the 10th percentile.

Mean: sum of the values of the data, divided by the number of cases (data points). Provided as a convenience in EMC tabulations, but frequently rejected in favor of medians for income analysis because means are affected by the value of the extreme cases in a distribution.

Years Since Baccalaureate Degree: a measure of experience. In 1985, an engineer with zero years of experience received the bachelor's degree in 1984 or the first quarter of 1985. Engineers with two, three or more years of experience may have been working or may have been pursuing advanced degrees.

Supervisors: those whose duties are primarily managerial or supervisory, whether or not they are currently working in engineering positions. Some participating companies indicate that they do not report data on top managers with engineering backgrounds, however.

As in the past, blank charts are provided in the back of the report to assist readers who wish to plot additional curves.

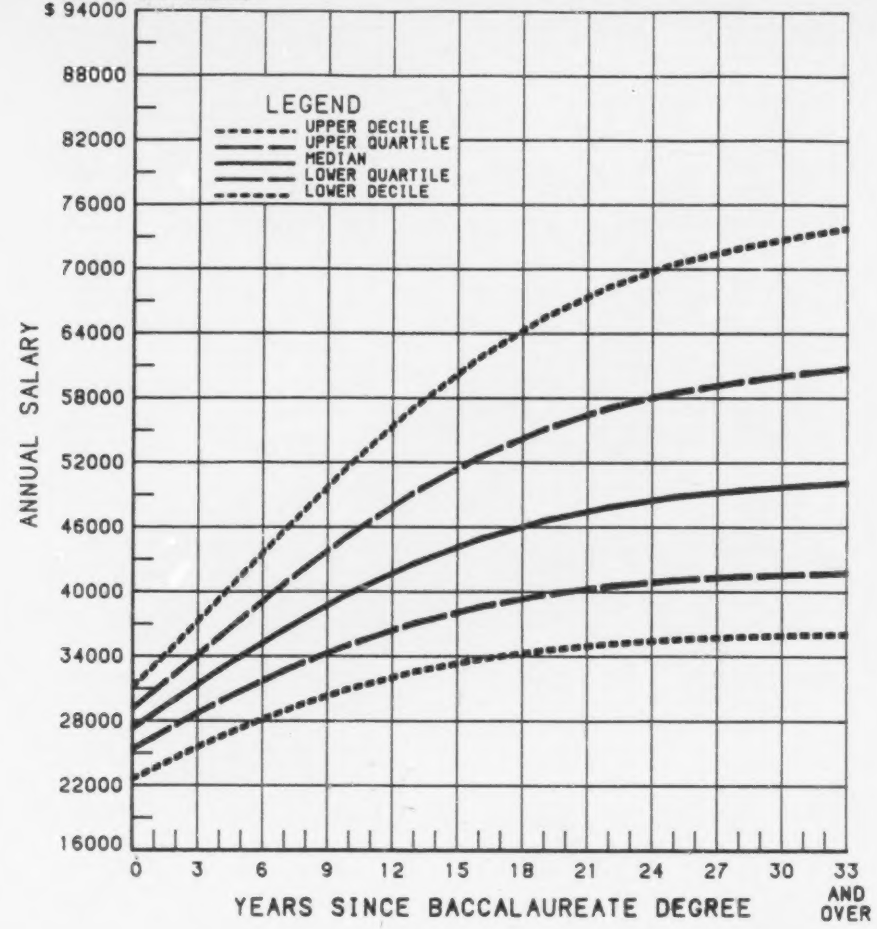
DISTRIBUTION OF RESPONSES

Group	No. of Participating Organizations	No. of Engineers Represented:
All Participants	339	75,896
All Industries	323	74,351
All Manufacturers	159	38,327
Aerospace	9	5,006
Chemical	17	10,678
Electric/Electronic	32	13,293
Electric Machinery	10	1,842
Electronic Equipment	22	11,451
Instruments	6	221
Machinery (o/t electric)	14	472
Metal Products	19	2,016
Petroleum	16	1,881
Shipbuilding	5	1,640
Misc. Manufacturers	41	3,120
Others (N.E.C.)	15	2,442
All Non-Manufacturers	164	36,024
Communication Services	13	2,278
Construction	17	1,806
Design/Consulting/Services	35	10,100
Consulting	26	6,475
Other Engineering Services	9	3,625
Mining	5	294
Research Laboratories	27	8,639
Utilities	61	12,668
Electric Utilities	44	11,148
Gas Utilities	17	1,520
Prof. Societies/Nonprofits	6	239
Government	16	1,545

NOTE: Final tabulations are based on weighted data and will not necessarily match this accounting. The number of weighted data points for each set of tabulations is provided as a convenience for the reader.

WEIGHTED NATIONAL AVERAGES

WEIGHTED NATIONAL AVERAGE
ALL ENGINEERS

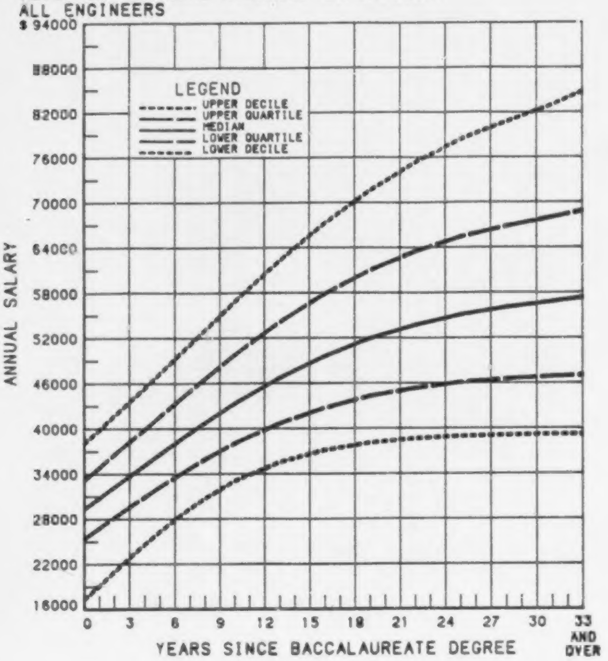


YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	31150	33150	35200	37300	39400	41500	43600	45700	47750
UPPER QUARTILE	29150	30800	32450	34150	35850	37500	39150	40750	42300
MEDIAN	27300	28700	30050	31400	32750	34050	35300	36500	37650
LOWER QUARTILE	25400	26500	27650	28750	29800	30800	31750	32700	33550
LOWER DECILE	22600	23600	24600	25600	26500	27350	28200	28950	29700
MEAN	27350	28800	30200	31650	33050	34400	35800	37100	38350
TOTAL NUMBER	2613	2527	2671	2910	3080	2892	2611	2245	2323
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	15	9	9	3	13	0	9	2	0

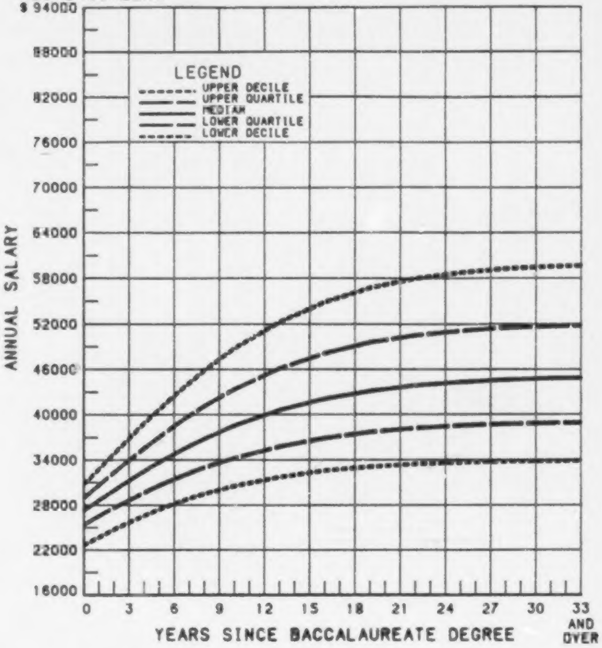
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	51750	57200	61800	65550	68400	70550	72000	73150	73850
UPPER QUARTILE	45300	49250	52550	55150	57150	58550	59550	60350	60800
MEDIAN	39850	42650	44900	46650	47900	48850	49450	49900	50150
LOWER QUARTILE	35100	37100	38600	39750	40550	41100	41450	41650	41800
LOWER DECILE	31000	32600	33750	34600	35200	35600	35850	36050	36100
MEAN	40800	43950	46550	48600	50150	51250	52000	52650	53000
TOTAL NUMBER	6569	6775	5326	4995	4471	4591	3775	3361	6429
OVER $93000	2	7	5	55	87	68	91	121	281
UNDER $18000	6	6	2	0	2	0	1	1	2

ENGINEERS COVERED - 70173

WEIGHTED NATIONAL AVERAGE, SUPERVISORY
ALL ENGINEERS



WEIGHTED NATIONAL AVERAGE, NON-SUPERVISORY
ALL ENGINEERS



WEIGHTED NATIONAL AVERAGE, SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	38050	39850	41700	43550	45400	47300	49250	51150	53050
UPPER QUARTILE	33200	34850	36550	38250	39900	41600	43300	44950	46600
MEDIAN	29350	30800	32250	33700	35150	36600	38000	39400	40750
LOWER QUARTILE	25350	26800	28200	29600	30950	32300	33550	34750	35950
LOWER DECILE	17300	19100	20950	22800	24600	26300	27900	29400	30750
MEAN	29650	31150	32650	34200	35700	37200	38700	40150	41550
TOTAL NUMBER	79	127	172	148	322	400	502	456	516
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	5	0	3	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	56800	62250	67200	71600	75350	78400	80750	83000	84800
UPPER QUARTILE	49750	54100	57850	61000	63500	65400	66800	68000	68850
MEDIAN	43300	46700	49600	51950	53750	55100	56050	56850	57350
LOWER QUARTILE	38050	40700	42750	44300	45350	46100	46550	46900	47050
LOWER DECILE	33050	35550	37150	38100	38650	38950	39100	39200	39200
MEAN	44300	47950	51050	53550	55550	57000	58050	58900	59500
TOTAL NUMBER	1873	2724	2363	2308	2094	2302	1903	1772	3107
OVER $93000	2	7	5	55	86	67	91	120	239
UNDER $18000	3	3	0	0	0	0	0	0	0

ENGINEERS COVERED - 23175

WEIGHTED NATIONAL AVERAGE, NON-SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30750	32800	34850	36850	38850	40700	42550	44250	45900
UPPER QUARTILE	28950	30650	32350	33950	35550	37050	38500	39850	41150
MEDIAN	27250	28650	29950	31250	32500	33700	34800	35850	36800
LOWER QUARTILE	25400	26550	27650	28650	29650	30600	31450	32250	33000
LOWER DECILE	22650	23700	24750	25700	26600	27400	28200	28900	29500
MEAN	27250	28700	30100	31450	32750	34000	35150	36300	37300
TOTAL NUMBER	2534	2399	2499	2761	2758	2492	2109	1789	1807
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	15	9	9	3	7	0	6	2	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	48800	52300	54900	56750	58000	58750	59250	59550	59650
UPPER QUARTILE	43400	46150	48150	49600	50550	51150	51550	51750	51850
MEDIAN	38550	40600	42100	43150	43900	44350	44650	44850	44900
LOWER QUARTILE	34250	35800	36900	37700	38200	38550	38750	38850	38900
LOWER DECILE	30550	31750	32600	33100	33450	33650	33800	33850	33900
MEAN	39200	41450	43150	44350	45150	45700	46050	46250	46350
TOTAL NUMBER	4695	4051	2962	2687	2376	2288	1872	1588	3322
OVER $93000	0	0	0	0	0	0	0	0	41
UNDER $18000	2	2	2	0	1	0	0	0	1

ENGINEERS COVERED - 46998

WEIGHTED NATIONAL AVERAGE, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30500	32500	34500	36500	38550	40600	42650	44600	46600
UPPER QUARTILE	29000	30550	32150	33750	35350	36900	38450	39950	41400
MEDIAN	27250	28550	29850	31150	32400	33600	34750	35850	36900
LOWER QUARTILE	25450	26450	27500	28500	29450	30350	31200	32050	32800
LOWER DECILE	22550	23500	24400	25300	26150	26950	27700	28400	29100
MEAN	27200	28550	29850	31200	32500	33800	35050	36300	37450
TOTAL NUMBER	2528	2375	2416	2575	2666	2432	2030	1633	1746
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	15	9	9	3	13	0	9	2	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	50300	55300	59450	62750	65250	67050	68250	69200	69700
UPPER QUARTILE	44100	47700	50650	52950	54700	55950	56800	57500	57900
MEDIAN	38850	41300	43250	44750	45800	46550	47100	47450	47650
LOWER QUARTILE	34200	36000	37350	38350	39100	39600	39950	40200	40350
LOWER DECILE	30250	31700	32800	33550	34100	34500	34700	34900	34950
MEAN	39650	42550	44950	46800	48200	49200	49900	50450	50700
TOTAL NUMBER	4589	4859	3639	3175	2949	3248	2607	2594	4859
OVER $93000	2	2	4	9	56	51	39	88	181
UNDER $18000	6	6	2	0	1	0	0	0	1

ENGINEERS COVERED - 52930

WEIGHTED NATIONAL AVERAGE, SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	36800	38450	40100	41800	43550	45300	47100	48850	50650
UPPER QUARTILE	32800	34350	35850	37400	39000	40550	42050	43600	45050
MEDIAN	29300	30650	31950	33300	34600	35900	37200	38450	39650
LOWER QUARTILE	25250	26550	27850	29150	30400	31600	32750	33850	34900
LOWER DECILE	17300	19000	20700	22400	24050	25600	27050	28450	29700
MEAN	29350	30700	32100	33500	34900	36250	37600	38950	40250
TOTAL NUMBER	72	118	150	133	272	351	430	338	407
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	5	0	3	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	54200	59350	64200	68600	72400	75600	78200	80700	82850
UPPER QUARTILE	47950	51900	55400	58300	60650	62500	63850	65050	65900
MEDIAN	41950	45050	47700	49850	51550	52800	53750	54500	55050
LOWER QUARTILE	36850	39250	41050	42400	43400	44050	44450	44800	44950
LOWER DECILE	31850	34250	35800	36750	37300	37650	37800	37900	37900
MEAN	42750	46150	49050	51450	53350	54800	55850	56750	57400
TOTAL NUMBER	1345	1973	1582	1524	1441	1714	1367	1375	2416
OVER $93000	2	2	4	9	56	51	38	88	180
UNDER $18000	3	3	0	0	0	0	0	0	0

ENGINEERS COVERED - 17017

WEIGHTED NATIONAL AVERAGE, NON-SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30150	32250	34250	36250	38150	39950	41650	43200	44650
UPPER QUARTILE	28800	30450	32050	33600	35100	36500	37850	39050	40200
MEDIAN	27150	28500	29800	31050	32200	33300	34300	35250	36150
LOWER QUARTILE	25400	26500	27500	28450	29350	30200	30950	31700	32350
LOWER DECILE	22550	23550	24550	25450	26300	27050	27750	28400	28950
MEAN	27000	28400	29800	31100	32300	33500	34600	35600	36550
TOTAL NUMBER	2456	2256	2266	2442	2393	2080	1600	1294	1339
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	15	9	9	3	7	0	6	2	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	47200	50150	52150	53500	54350	54900	55200	55350	55400
UPPER QUARTILE	42200	44600	46250	47400	48150	48650	48900	49100	49200
MEDIAN	37650	39400	40650	41550	42100	42450	42650	42800	42850
LOWER QUARTILE	33500	34850	35800	36500	36900	37200	37400	37500	37550
LOWER DECILE	29900	31000	31700	32150	32400	32600	32700	32750	32750
MEAN	38200	40100	41500	42400	43050	43450	43700	43850	43900
TOTAL NUMBER	3243	2886	2057	1651	1508	1534	1240	1219	2443
OVER $93000	0	0	0	0	0	0	0	0	1
UNDEP $18000	2	2	2	0	1	0	0	0	1

ENGINEERS COVERED - 35913

WEIGHTED NATIONAL AVERAGE, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	38250	39600	41050	42500	43950	45450	47000	48550	50100
UPPER QUARTILE	33950	35150	36400	37650	38950	40250	41550	42900	44200
MEDIAN	30600	31650	32650	33750	34800	35850	36950	38050	39100
LOWER QUARTILE	27750	28700	29650	30650	31600	32550	33450	34350	35250
LOWER DECILE	25750	26550	27350	28200	29000	29750	30550	31300	32050
MEAN	31350	32400	33500	34600	35750	36850	38000	39150	40300
TOTAL NUMBER	67	151	249	319	382	435	495	542	505
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	53250	57950	62450	66650	70400	73500	75900	78150	79750
UPPER QUARTILE	46900	50850	54600	58000	60850	63100	64650	65700	65600
MEDIAN	41250	44300	47100	49550	51600	53100	54200	54950	55050
LOWER QUARTILE	37000	39350	41350	42950	44250	45150	45800	46300	46600
LOWER DECILE	33450	35400	36950	38200	39050	39550	39800	39750	39250
MEAN	42550	45800	48800	51450	53600	55300	56450	57300	57450
TOTAL NUMBER	1754	1520	1383	1371	1136	1097	914	674	1242
OVER $93000	0	4	0	24	28	12	49	30	50
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 14245

WEIGHTED NATIONAL AVERAGE, SUPERVISORY, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	47000	48350	0	51150	52550	54050	55550	57050
UPPER QUARTILE	0	41000	42250	0	44900	46200	47550	48850	50150
MEDIAN	0	34900	36100	0	38600	39800	41050	42300	43500
LOWER QUARTILE	0	32450	33350	0	35200	36150	37050	38000	38950
LOWER DECILE	0	31050	31800	0	33250	33950	34700	35400	36150
MEAN	0	37250	38350	0	40600	41750	42900	44100	45250
TOTAL NUMBER	1	9	21	4	39	43	63	95	88
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	60200	65050	69950	74700	79200	83150	86300	88900	88200
UPPER QUARTILE	52750	56550	60050	63250	66100	68500	70500	72500	74500
MEDIAN	45950	49400	52550	55350	57750	59650	61150	62500	63700
LOWER QUARTILE	40850	43600	46250	48650	50700	52400	53700	54750	55100
LOWER DECILE	37550	39550	41450	43150	44600	45850	46800	47750	48500
MEAN	47550	50950	54200	57100	59650	61700	63300	64700	65450
TOTAL NUMBER	475	626	688	611	499	499	439	362	561
OVER $93000	0	4	0	24	28	12	49	30	29
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 5131

WEIGHTED NATIONAL AVERAGE, NON-SUPERVISORY, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	38800	39750	40750	41800	42850	43900	44950	46050	47150
UPPER QUARTILE	34250	35300	36300	37350	38350	39400	40400	41400	42400
MEDIAN	30650	31650	32600	33550	34500	35450	36350	37250	38150
LOWER QUARTILE	27900	28750	29600	30450	31300	32150	32950	33750	34500
LOWER DECILE	25850	26650	27400	28150	28850	29550	30200	30850	31450
MEAN	31600	32500	33400	34300	35200	36100	37000	37900	38750
TOTAL NUMBER	65	142	228	314	342	391	432	447	416
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	49350	52650	55850	58850	61550	63750	65350	66400	64900
UPPER QUARTILE	44300	46950	49300	51350	52950	54250	55150	55950	56500
MEDIAN	39800	42100	44000	45600	46850	47750	48400	48950	49350
LOWER QUARTILE	35950	37850	39400	40550	41350	41800	42000	41950	41500
LOWER DECILE	32600	33950	35050	35850	36350	36700	36850	36950	36950
MEAN	40450	42800	44850	46600	48000	49100	49850	50450	50700
TOTAL NUMBER	1279	894	695	760	636	597	475	311	681
OVER $93000	0	0	0	0	0	0	0	0	21
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 9113

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                      WEIGHTED NATIONAL AVERAGE, PHD

YEARS SINCE B.S.       0       1       2       3       4       5       6       7       8

    UPPER DECILE   45650       0       0   49550   50900   52250   53600   54950   56350
  UPPER QUARTILE   39650       0       0   43300   44550   45800   47050   48350   49600
          MEDIAN   36950       0       0   39900   40850   41850   42850   43850   44800
  LOWER QUARTILE   32600       0       0   35550   36500   37450   38400   39300   40200
    LOWER DECILE   29400       0       0   32050   32900   33700   34500   35300   36050

            MEAN   37200       0       0   40400   41450   42550   43600   44650   45700

    TOTAL NUMBER      18       0       4      15      31      25      84      69      71
    OVER  $93000       0       0       0       0       0       0       0       0       0
    UNDER $18000       0       0       0       0       0       0       0       0       0

YEARS SINCE B.S.    9-11   12-14   15-17   18-20   21-23   24-26   27-29   30-32     33+

    UPPER DECILE   59050   63150   67150   70900   74450   77650   80450   83550   87150
  UPPER QUARTILE   52100   55850   59450   62800   65900   68650   71000   73600   76350
          MEDIAN   46750   49550   52250   54700   56950   58900   60600   62400   64400
  LOWER QUARTILE   41900   44250   46250   48000   49400   50550   51400   52250   52950
    LOWER DECILE   37500   39450   41150   42500   43550   44400   45000   45550   46000

            MEAN   47800   50800   53600   56150   58450   60400   62050   63750   65450

    TOTAL NUMBER     225     394     303     448     385     244     252      92     326
    OVER  $93000       0       0       0      21       2       3       2       2      48
    UNDER $18000       0       0       0       0       0       0       0       0       0

ENGINEERS COVERED  -   2997

                      WEIGHTED NATIONAL AVERAGE, SUPERVISORY, PHD

YEARS SINCE B.S.       0       1       2       3       4       5       6       7       8

    UPPER DECILE   34900       0       0   43250   46200       0   52250   55300   58300
  UPPER QUARTILE   35900       0       0   42900   45300       0   49950   52250   54450
          MEDIAN   31650       0       0   37650   39700       0   43750   45750   47700
  LOWER QUARTILE   30950       0       0   35550   37050       0   40100   41600   43050
    LOWER DECILE   31650       0       0   35050   36150       0   38350   39400   40450

            MEAN   33200       0       0   39100   41100       0   45050   47000   48850

    TOTAL NUMBER       5       0       0      11       9       4       8      22      20
    OVER  $93000       0       0       0       0       0       0       0       0       0
    UNDER $18000       0       0       0       0       0       0       0       0       0

YEARS SINCE B.S.    9-11   12-14   15-17   18-20   21-23   24-26   27-29   30-32     33+

    UPPER DECILE   64100   71800   77800   81900   84400   85700   86250   86400   86250
  UPPER QUARTILE   58550   63950   68150   71300   73450   74900   75850   76550   76950
          MEDIAN   51350   56250   60250   63350   65600   67200   68300   69100   69650
  LOWER QUARTILE   45800   49600   52750   55350   57350   58850   59950   60850   61500
    LOWER DECILE   42400   45100   47450   49400   51000   52200   53150   54000   54650

            MEAN   52450   57200   61050   64050   66300   67850   68900   69750   70300

    TOTAL NUMBER      52     123      93     172     153      88      95      34     128
    OVER  $93000       0       0       0      21       2       2       2       2      29
    UNDER $18000       0       0       0       0       0       0       0       0       0

ENGINEERS COVERED  -   1026

                      WEIGHTED NATIONAL AVERAGE, NON-SUPERVISORY, PHD

YEARS SINCE B.S.       0       1       2       3       4       5       6       7       8

    UPPER DECILE   46200       0       0       0   49500   50350   51250   52100   53000
  UPPER QUARTILE   42750       0       0       0   45350   46050   46750   47500   48200
          MEDIAN   37650       0       0       0   40850   41650   42450   43200   43950
  LOWER QUARTILE   35950       0       0       0   38250   38800   39350   39900   40450
    LOWER DECILE   30000       0       0       0   32800   33450   34150   34800   35400

            MEAN   38700       0       0       0   41500   42250   42950   43650   44350

    TOTAL NUMBER      12       0       4       4      21      20      76      47      51
    OVER  $93000       0       0       0       0       0       0       0       0       0
    UNDER $18000       0       0       0       0       0       0       0       0       0

YEARS SINCE B.S.    9-11   12-14   15-17   18-20   21-23   24-26   27-29   30-32     33+

    UPPER DECILE   54850   57700   60650   63650   66750   69850   72950   77050   83750
  UPPER QUARTILE   49700   52050   54550   57200   59950   62850   65900   70200   78350
          MEDIAN   45450   47600   49550   51350   52950   54300   55450   56700   58000
  LOWER QUARTILE   41500   43000   44350   45600   46700   47650   48450   49300   50300
    LOWER DECILE   36600   38250   39650   40850   41800   42550   43100   43650   44050

            MEAN   45800   47900   49950   51950   53850   55650   57300   59250   61800

    TOTAL NUMBER     173     270     209     275     232     156     157      57     197
    OVER  $93000       0       0       0       0       0       0       0       0      19
    UNDER $18000       0       0       0       0       0       0       0       0       0

ENGINEERS COVERED  -   1970
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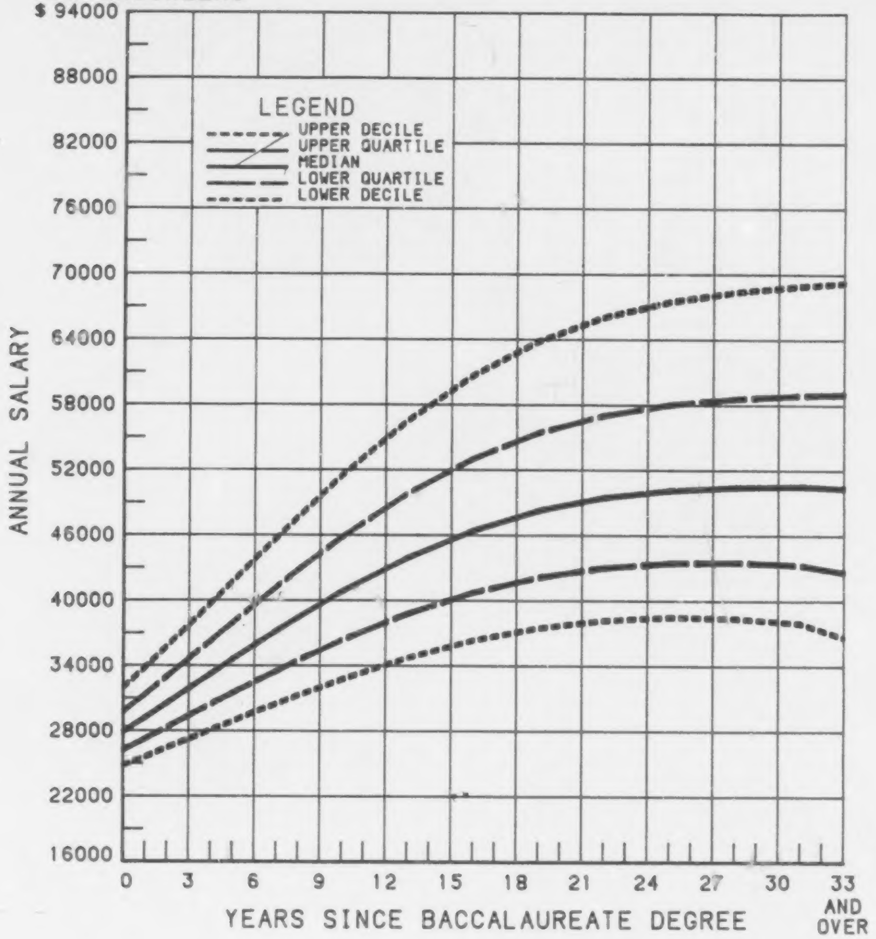
CURVES AND TABLES
BY SIZE OF EMPLOYER

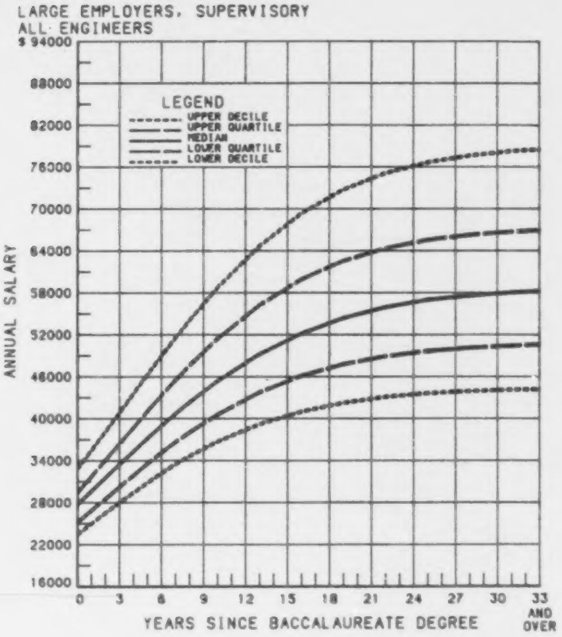
LARGE EMPLOYERS
ALL ENGINEERS

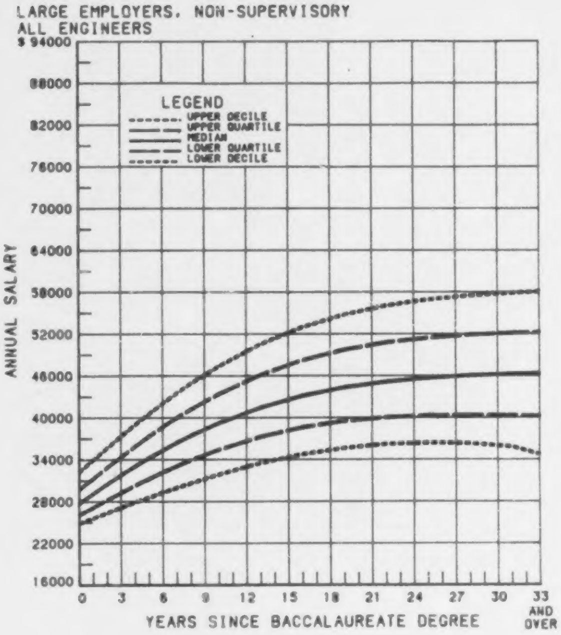


YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	31950	33850	35800	37750	39750	41750	43800	45750	47700
UPPER QUARTILE	29750	31350	33000	34650	36300	37950	39600	41250	42850
MEDIAN	27900	29200	30550	31900	33250	34600	35900	37200	38450
LOWER QUARTILE	26200	27250	28300	29400	30450	31500	32500	33500	34500
LOWER DECILE	24800	25600	26450	27250	28100	28900	29750	30500	31300
MEAN	28350	29700	31050	32400	33800	35150	36500	37850	39200
TOTAL NUMBER	598	715	648	801	826	835	721	629	647
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	3	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	51500	56550	60700	63850	66100	67500	68400	68950	69250
UPPER QUARTILE	45850	49850	53050	55450	57050	58050	58600	58900	59000
MEDIAN	40850	43950	46450	48300	49500	50150	50450	50550	50350
LOWER QUARTILE	36350	38800	40750	42150	43050	43500	43550	43300	42650
LOWER DECILE	32750	34750	36350	37500	38200	38500	38400	37950	36650
MEAN	41700	45050	47800	49850	51250	52050	52400	52450	52200
TOTAL NUMBER	1739	1984	1650	1637	1407	1474	1239	1139	1999
OVER $93000	0	3	1	13	28	25	24	23	49
UNDER $18000	0	0	0	0	0	0	0	0	1

ENGINEERS COVERED - 20695





LARGE EMPLOYERS, SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	32850	35500	38200	40900	43650	46350	49000	51600	54100
UPPER QUARTILE	29450	31750	34100	36450	38750	41100	43350	45500	47600
MEDIAN	27800	29700	31600	33500	35350	37200	38950	40700	42350
LOWER QUARTILE	25150	26900	28600	30300	31950	33600	35150	36650	38050
LOWER DECILE	23450	25000	26550	28050	29500	30900	32250	33500	34650
MEAN	28050	30050	32100	34100	36150	38100	40000	41850	43600
TOTAL NUMBER	36	64	43	56	106	147	164	117	174
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	58800	64750	69400	72800	75150	76700	77650	78300	78550
UPPER QUARTILE	51450	56250	59950	62600	64400	65600	66300	66750	66950
MEDIAN	45400	49250	52200	54400	55950	57000	57600	58050	58250
LOWER QUARTILE	40600	43800	46150	47800	48950	49700	50150	50450	50600
LOWER DECILE	36750	39250	41050	42300	43150	43650	43950	44150	44200
MEAN	46850	50900	54000	56250	57800	58800	59450	59850	60000
TOTAL NUMBER	447	791	709	701	669	677	558	484	762
OVER $93000	0	3	1	13	28	25	24	22	47
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 6714

LARGE EMPLOYERS, NON-SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	32250	34000	35700	37350	39000	40550	42050	43500	44900
UPPER QUARTILE	29750	31300	32900	34400	35900	37350	38700	40000	41200
MEDIAN	27750	29150	30500	31800	33050	34250	35350	36450	37450
LOWER QUARTILE	26100	27150	28250	29250	30300	31250	32200	33100	33950
LOWER DECILE	24900	25650	26400	27150	27900	28600	29300	30000	30650
MEAN	28350	29650	30950	32200	33400	34600	35700	36750	37750
TOTAL NUMBER	561	650	604	744	719	687	556	512	473
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	3	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	47400	50550	53000	54800	56100	56950	57500	57900	58100
UPPER QUARTILE	43400	46150	48250	49750	50800	51450	51900	52150	52250
MEDIAN	39250	41450	43150	44350	45150	45700	46050	46250	46350
LOWER QUARTILE	35450	37300	38650	39550	40050	40300	40350	40300	40200
LOWER DECILE	31900	33550	34800	35700	36250	36400	36300	35850	34750
MEAN	39550	41800	43500	44800	45650	46250	46600	46850	46950
TOTAL NUMBER	1291	1192	940	936	737	797	681	654	1237
OVER $93000	0	0	0	0	0	0	0	0	1
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 13980

LARGE EMPLOYERS, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	31800	33650	35550	37450	39350	41250	43150	45000	46800
UPPER QUARTILE	29600	31200	32800	34400	36000	37550	39100	40550	42000
MEDIAN	27750	29100	30450	31750	33050	34300	35500	36650	37750
LOWER QUARTILE	25900	27050	28200	29300	30350	31400	32350	33300	34150
LOWER DECILE	24800	25550	26350	27100	27850	28600	29350	30050	30750
MEAN	28200	29550	30900	32250	33550	34850	36150	37350	38550
TOTAL NUMBER	594	678	598	719	722	712	587	485	481
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	3	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	50250	54950	58900	62100	64550	66300	67550	68500	69000
UPPER QUARTILE	44700	48250	51150	53400	55100	56300	57100	57750	58050
MEDIAN	39800	42450	44550	46150	47350	48150	48700	49100	49300
LOWER QUARTILE	35750	37700	39250	40350	41150	41650	42000	42200	42300
LOWER DECILE	32050	33800	35200	36200	36900	37200	37300	37050	36400
MEAN	40750	43650	46050	47950	49350	50350	51000	51500	51750
TOTAL NUMBER	1161	1374	1026	938	825	956	834	836	1468
OVER $93000	0	2	0	4	21	18	21	17	41
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 15002

LARGE EMPLOYERS, SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	32400	34800	37250	39700	42200	44700	47150	49600	51950
UPPER QUARTILE	29700	31800	33900	36050	38150	40250	42350	44300	46250
MEDIAN	28100	29850	31550	33300	35000	36650	38300	39850	41350
LOWER QUARTILE	25250	26850	28500	30100	31650	33150	34650	36000	37300
LOWER DECILE	23600	25050	26500	27900	29250	30550	31800	32950	34050
MEAN	28250	30050	31900	33750	35600	37400	39150	40850	42500
TOTAL NUMBER	35	64	42	55	86	136	153	102	139
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	56500	62450	67350	71050	73800	75700	76900	77800	78250
UPPER QUARTILE	49850	54450	58100	60800	62700	64050	64850	65450	65700
MEDIAN	44150	47750	50650	52800	54350	55400	56100	56600	56850
LOWER QUARTILE	39700	42600	44750	46250	47300	48000	48400	48700	48850
LOWER DECILE	36000	38350	40100	41300	42100	42650	42950	43150	43250
MEAN	45500	49400	52450	54750	56350	57500	58200	58700	58950
TOTAL NUMBER	316	571	438	406	415	461	386	352	589
OVER $93000	0	2	0	4	21	18	21	17	40
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 4755

LARGE EMPLOYERS, NON-SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	32200	33800	35350	36850	38350	39800	41200	42500	43750
UPPER QUARTILE	29800	31250	32650	34050	35350	36650	37850	39000	40100
MEDIAN	27850	29100	30350	31500	32650	33700	34700	35650	36550
LOWER QUARTILE	25900	27050	28100	29150	30100	31050	31900	32650	33400
LOWER DECILE	24950	25650	26300	26950	27600	28250	28850	29450	30000
MEAN	28400	29600	30750	31900	33000	34050	35050	36000	36900
TOTAL NUMBER	558	614	555	663	636	576	434	383	342
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	3	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	46100	49050	51350	53100	54350	55250	55800	56250	56500
UPPER QUARTILE	42100	44600	46500	47900	48900	49600	50050	50350	50500
MEDIAN	38150	40100	41550	42600	43350	43850	44150	44350	44450
LOWER QUARTILE	34650	36150	37200	37950	38450	38800	38950	39100	39150
LOWER DECILE	31050	32400	33450	34250	34700	34900	34900	34700	34100
MEAN	38500	40500	42050	43150	44000	44550	44900	45200	45350
TOTAL NUMBER	844	802	588	532	410	494	447	484	878
OVER $93000	0	0	0	0	0	0	0	0	1
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 10247

LARGE EMPLOYERS, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	36700	38400	40150	41950	43750	45550	47350	49100
UPPER QUARTILE	0	34000	35350	36750	38200	39650	41050	42500	43950
MEDIAN	0	31400	32600	33850	35100	36300	37550	38750	39950
LOWER QUARTILE	0	29300	30300	31300	32300	33300	34250	35250	36200
LOWER DECILE	0	27250	28050	28900	29700	30550	31350	32150	32950
MEAN	0	31950	33150	34400	35700	36950	38200	39500	40700
TOTAL NUMBER	4	36	48	81	96	114	118	125	147
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	52600	57400	61500	64700	66850	68100	68550	68400	67400
UPPER QUARTILE	46750	50700	54200	56950	58950	60200	60750	60650	59500
MEDIAN	42250	45400	48050	50050	51450	52250	52550	52400	51600
LOWER QUARTILE	38100	40650	42800	44450	45550	46150	46300	45950	44700
LOWER DECILE	34500	36600	38400	39750	40600	41000	40900	40200	38200
MEAN	43150	46500	49300	51550	53100	53950	54250	54000	52850
TOTAL NUMBER	481	499	494	514	423	406	329	257	435
OVER $93000	0	1	0	5	5	4	1	5	6
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 4616

LARGE EMPLOYERS, SUPERVISORY, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	52500	53950	55400	56800	58200
UPPER QUARTILE	0	0	0	0	47700	48950	50150	51350	52550
MEDIAN	0	0	0	0	37950	39750	41500	43200	44850
LOWER QUARTILE	0	0	0	0	35500	37000	38450	39850	41200
LOWER DECILE	0	0	0	0	33400	34650	35850	37000	38150
MEAN	0	0	0	0	42100	43400	44750	46050	47300
TOTAL NUMBER	1	0	0	1	19	9	10	13	31
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	60900	64650	68000	70900	73300	75300	76850	78350	79700
UPPER QUARTILE	54850	58000	60750	63050	64850	66200	67050	67650	67750
MEDIAN	47800	51600	54500	56650	58200	59200	59850	60350	60550
LOWER QUARTILE	43600	46700	49050	50850	52100	52950	53500	53850	54000
LOWER DECILE	40200	42700	44600	45800	46450	46750	46750	46600	46300
MEAN	49700	52900	55600	57750	59350	60500	61200	61750	62050
TOTAL NUMBER	117	187	230	220	181	169	142	112	142
OVER $93000	0	1	0	5	5	4	1	4	6
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 1591

LARGE EMPLOYERS, NON-SUPERVISORY, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	36600	37850	39100	40350	41550	42800	44000	45200
UPPER QUARTILE	0	34200	35400	36550	37700	38850	39950	41050	42150
MEDIAN	0	31650	32700	33800	34850	35850	36900	37900	38850
LOWER QUARTILE	0	29550	30400	31250	32050	32900	33700	34500	35250
LOWER DECILE	0	27450	28150	28900	29650	30350	31050	31750	32450
MEAN	0	32150	33150	34150	35100	36100	37050	38000	38950
TOTAL NUMBER	2	36	47	80	76	104	108	112	116
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	47450	50550	53150	55350	57000	58200	59050	59700	60050
UPPER QUARTILE	44150	46850	49100	50800	52050	52900	53400	53650	53650
MEDIAN	40650	43100	45050	46550	47550	48150	48450	48450	48150
LOWER QUARTILE	36750	38800	40500	41850	42750	43250	43350	43100	41900
LOWER DECILE	33750	35500	37000	38100	38850	39150	39150	38650	37050
MEAN	40700	43100	45100	46700	47800	48500	48850	48850	48350
TOTAL NUMBER	364	311	264	293	242	237	187	144	293
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 3024

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                  LARGE EMPLOYERS, PHD

YEARS SINCE B.S.       0      1      2      3      4      5      6      7      8

     UPPER DECILE      0      0      0      0  45550  47100  48650  50200  51800
   UPPER QUARTILE      0      0      0      0  42450  43750  45050  46400  47750
           MEDIAN      0      0      0      0  41050  42000  42950  43950  44900
   LOWER QUARTILE      0      0      0      0  38650  39450  40200  41000  41750
     LOWER DECILE      0      0      0      0  35150  35850  36600  37300  38050

             MEAN      0      0      0      0  41050  42100  43150  44250  45300

     TOTAL NUMBER      0      0      1      0      7      8     14     17     19
     OVER  $93000      0      0      0      0      0      0      0      0      0
     UNDER $18000      0      0      0      0      0      0      0      0      0

YEARS SINCE B.S.    9-11  12-14  15-17  18-20  21-23  24-26  27-29  30-32    33+

     UPPER DECILE  55050  60000  64700  69000  72550  75100  76450  76250  71400
   UPPER QUARTILE  50450  54500  58300  61650  64350  66250  67200  66900  62900
           MEDIAN  46800  49550  52150  54400  56250  57550  58250  58100  55150
   LOWER QUARTILE  43250  45400  47350  49000  50300  51200  51600  51400  49050
     LOWER DECILE  39450  41450  43250  44750  45900  46650  46900  46500  43900

             MEAN  47450  50600  53500  56100  58200  59700  60450  60150  56500

     TOTAL NUMBER     96    110    129    184    157    111     75     45     95
     OVER  $93000      0      0      0      2      2      2      2      0      1
     UNDER $18000      0      0      0      0      0      0      0      0      0

ENGINEERS COVERED  -   1076

                  LARGE EMPLOYERS, SUPERVISORY, PHD

YEARS SINCE B.S.       0      1      2      3      4      5      6      7      8

     UPPER DECILE      0      0      0      0      0      0      0      0      0
   UPPER QUARTILE      0      0      0      0      0      0      0      0      0
           MEDIAN      0      0      0      0      0      0      0      0      0
   LOWER QUARTILE      0      0      0      0      0      0      0      0      0
     LOWER DECILE      0      0      0      0      0      0      0      0      0

             MEAN      0      0      0      0      0      0      0      0      0

     TOTAL NUMBER      0      0      0      0      0      1      0      1      3
     OVER  $93000      0      0      0      0      0      0      0      0      0
     UNDER $18000      0      0      0      0      0      0      0      0      0

YEARS SINCE B.S.    9-11  12-14  15-17  18-20  21-23  24-26  27-29  30-32    33+

     UPPER DECILE  66200  70200  73950  77400  80350  82650  84150  84800  82100
   UPPER QUARTILE  60200  63300  66200  68800  70950  72700  73800  74300  72450
           MEDIAN  52100  56100  59650  62550  64650  65900  66350  65950  63750
   LOWER QUARTILE  46850  51100  54300  56350  57350  57600  57300  56650  55600
     LOWER DECILE  43600  47000  49550  51250  52200  52550  52550  52200  51550

             MEAN  53900  57750  61050  63600  65350  66400  66800  66550  65300

     TOTAL NUMBER     13     31     41     74     73     46     29     19     30
     OVER  $93000      0      0      0      2      2      2      2      0      1
     UNDER $18000      0      0      0      0      0      0      0      0      0

ENGINEERS COVERED  -    367

                  LARGE EMPLOYERS, NON-SUPERVISORY, PHD

YEARS SINCE B.S.       0      1      2      3      4      5      6      7      8

     UPPER DECILE      0      0      0      0  44950  46100  47250  48400  49500
   UPPER QUARTILE      0      0      0      0  43100  44050  44950  45850  46750
           MEDIAN      0      0      0      0  41350  42050  42800  43550  44250
   LOWER QUARTILE      0      0      0      0  38700  39350  40000  40650  41250
     LOWER DECILE      0      0      0      0  35400  35950  36550  37150  37700

             MEAN      0      0      0      0  40950  41700  42500  43300  44100

     TOTAL NUMBER      0      0      0      0      7      7     14     16     15
     OVER  $93000      0      0      0      0      0      0      0      0      0
     UNDER $18000      0      0      0      0      0      0      0      0      0

YEARS SINCE B.S.    9-11  12-14  15-17  18-20  21-23  24-26  27-29  30-32    33+

     UPPER DECILE  51750  54950  57900  60450  62500  64000  64900  65100  63550
   UPPER QUARTILE  48550  51200  53650  55800  57650  59000  59850  60100  58100
           MEDIAN  45700  47750  49600  51250  52600  53600  54200  54350  52800
   LOWER QUARTILE  42450  44150  45650  46950  47950  48600  48900  48750  46950
     LOWER DECILE  38800  40350  41750  42900  43800  44400  44650  44500  42800

             MEAN  45650  47850  49900  51650  53100  54100  54700  54700  52700

     TOTAL NUMBER     83     79     87    110     84     65     46     25     64
     OVER  $93000      0      0      0      0      0      0      0      0      0
     UNDER $18000      0      0      0      0      0      0      0      0      0

ENGINEERS COVERED  -    708
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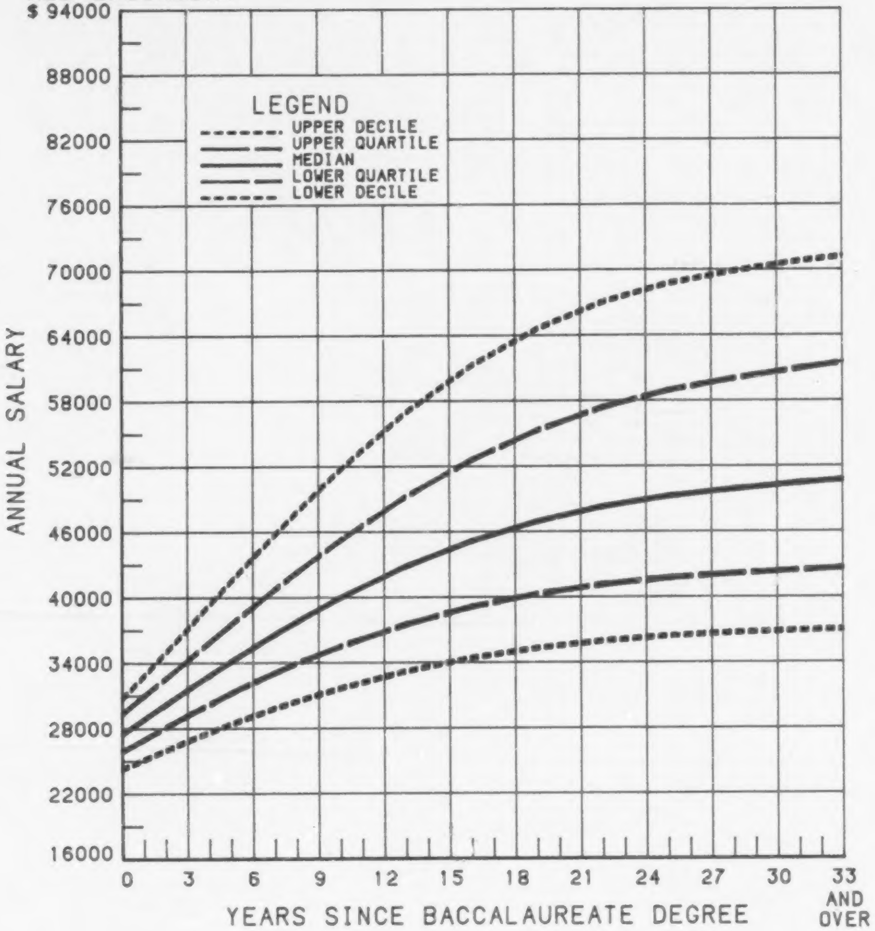
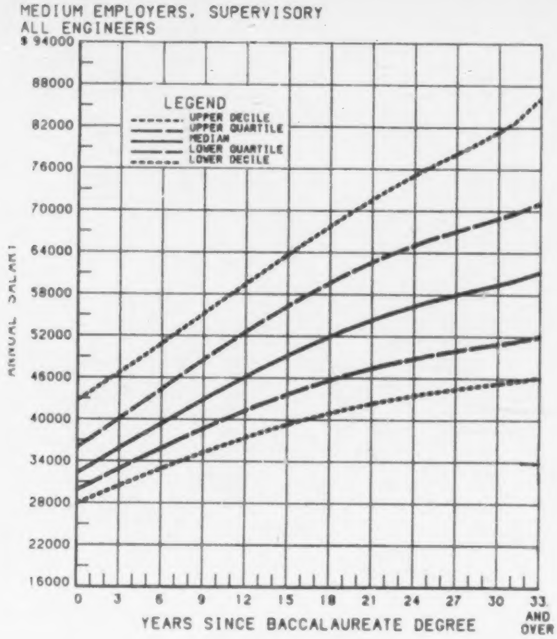
MEDIUM EMPLOYERS
ALL ENGINEERS

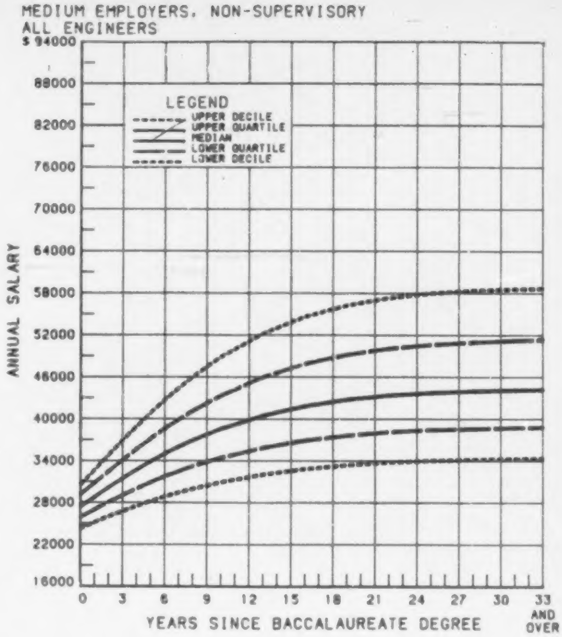


YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30750	32850	35000	37150	39350	41500	43650	45750	47850
UPPER QUARTILE	29350	31000	32600	34250	35900	37550	39150	40750	42300
MEDIAN	27500	28850	30200	31550	32850	34150	35400	36650	37800
LOWER QUARTILE	25900	27000	28100	29200	30200	31250	32200	33100	34000
LOWER DECILE	24300	25150	26000	26850	27650	28400	29150	29850	30500
MEAN	27650	29100	30500	31950	33350	34700	36050	37400	38650
TOTAL NUMBER	1348	1136	1320	1382	1448	1376	1212	1045	1144
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	15	4	6	2	4	0	2	2	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	51750	56950	61250	64600	67050	68750	69900	70800	71250
UPPER QUARTILE	45250	49250	52600	55300	57400	58950	60050	60950	61500
MEDIAN	40000	42850	45150	46950	48300	49250	49900	50450	50750
LOWER QUARTILE	35550	37550	39150	40300	41150	41750	42150	42450	42650
LOWER DECILE	31700	33250	34450	35350	36000	36450	36750	36950	37050
MEAN	41050	44150	46700	48700	50250	51350	52100	52650	53000
TOTAL NUMBER	3286	3033	2404	2245	1888	2085	1589	1285	2892
OVER $93000	1	3	3	2	11	5	24	35	95
UNDER $18000	2	2	2	0	1	0	0	0	0

ENGINEERS COVERED - 32127


MEDIUM EMPLOYERS. SUPERVISORY
ALL ENGINEERS


MEDIUM EMPLOYERS. NON-SUPERVISORY
ALL ENGINEERS

MEDIUM EMPLOYERS, SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	42750	44050	45400	46750	48100	49500	50900	52350	53750
UPPER QUARTILE	35950	37300	38700	40100	41550	42950	44350	45800	47200
MEDIAN	32300	33450	34650	35850	37050	38200	39400	40550	41750
LOWER QUARTILE	29850	30850	31900	32900	33900	34900	35850	36850	37800
LOWER DECILE	27950	28800	29650	30500	31300	32150	32950	33750	34550
MEAN	33650	34800	36000	37200	38450	39650	40850	42000	43200
TOTAL NUMBER	10	30	72	58	79	149	190	174	177
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	56650	60900	65100	69100	72850	76250	79200	82500	86200
UPPER QUARTILE	49950	53900	57500	60750	63550	65850	67700	69550	71150
MEDIAN	44000	47250	50200	52850	55100	57000	58500	59950	61250
LOWER QUARTILE	39600	42150	44400	46350	47950	49250	50300	51250	52050
LOWER DECILE	36000	38100	39950	41500	42800	43900	44750	45550	46200
MEAN	45500	48800	51800	54450	56750	58650	60200	61700	63050
TOTAL NUMBER	886	1035	1012	963	755	961	712	593	1336
OVER $93000	1	3	3	2	11	4	24	34	95
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 9201

MEDIUM EMPLOYERS, NON-SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30500	32650	34800	36900	38900	40850	42700	44400	46050
UPPER QUARTILE	29100	30800	32450	34100	35650	37150	38600	39900	41150
MEDIAN	27350	28750	30150	31450	32700	33900	35000	36000	36950
LOWER QUARTILE	25850	26950	28050	29050	30000	30900	31750	32500	33250
LOWER DECILE	24250	25150	26000	26750	27500	28200	28850	29450	30000
MEAN	27400	28900	30350	31750	33050	34350	35500	36600	37600
TOTAL NUMBER	1337	1106	1248	1323	1369	1227	1022	871	966
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	15	4	6	2	4	0	2	2	0
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	48900	52250	54650	56300	57350	58000	58400	58600	58700
UPPER QUARTILE	43350	46000	47900	49200	50100	50650	51000	51250	51350
MEDIAN	38600	40500	41850	42800	43400	43750	44000	44150	44200
LOWER QUARTILE	34450	35900	36950	37650	38150	38450	38600	38750	38800
LOWER DECILE	30950	32050	32850	33400	33800	34050	34200	34300	34350
MEAN	39400	41450	42950	43950	44650	45100	45350	45500	45550
TOTAL NUMBER	2399	1997	1392	1281	1132	1124	876	592	1555
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	2	2	2	0	1	0	0	0	0

ENGINEERS COVERED - 22925

MEDIUM EMPLOYERS, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30550	32500	34550	36550	38600	40650	42700	44700	46650
UPPER QUARTILE	29250	30750	32300	33850	35400	36950	38450	39950	41400
MEDIAN	27400	28700	30000	31300	32550	33800	34950	36100	37200
LOWER QUARTILE	25950	27000	28000	28950	29900	30850	31700	32550	33350
LOWER DECILE	24250	25050	25850	26650	27400	28100	28800	29450	30050
MEAN	27500	28850	30200	31550	32900	34200	35450	36700	37900
TOTAL NUMBER	1319	1044	1169	1188	1217	1116	932	778	847
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	15	4	6	2	4	0	2	2	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	50350	55400	59550	62850	65350	67100	68300	69250	69800
UPPER QUARTILE	44150	47900	51050	53600	55600	57050	58100	59000	59550
MEDIAN	39200	41800	43850	45400	46550	47400	47950	48400	48650
LOWER QUARTILE	34800	36650	38100	39250	40050	40650	41050	41400	41600
LOWER DECILE	31150	32550	33700	34550	35150	35600	35900	36150	36250
MEAN	40100	43050	45450	47350	48800	49800	50550	51100	51450
TOTAL NUMBER	2233	2217	1611	1459	1249	1523	1065	972	2215
OVER $93000	1	0	3	2	7	2	13	27	64
UNDER $18000	2	2	2	0	1	0	0	0	0

ENGINEERS COVERED - 24161

MEDIUM EMPLOYERS, SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	42500	43700	44950	46150	47450	48700	50000	51300	52600
UPPER QUARTILE	34900	36250	37600	39000	40350	41750	43100	44500	45850
MEDIAN	32150	33250	34400	35500	36650	37750	38850	39950	41050
LOWER QUARTILE	29900	30850	31800	32700	33650	34550	35450	36350	37200
LOWER DECILE	27800	28600	29400	30150	30950	31750	32500	33250	33950
MEAN	33250	34350	35500	36650	37750	38900	40050	41150	42250
TOTAL NUMBER	10	21	56	44	69	119	160	130	151
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	55250	59250	63200	67000	70650	74000	77050	80500	84600
UPPER QUARTILE	48550	52400	55950	59100	61850	64100	65900	67700	69250
MEDIAN	43200	46250	49050	51550	53700	55550	57000	58450	59700
LOWER QUARTILE	38850	41200	43250	45050	46550	47800	48750	49700	50500
LOWER DECILE	35400	37350	39100	40600	41850	42900	43700	44500	45250
MEAN	44450	47600	50500	53050	55300	57200	58750	60300	61750
TOTAL NUMBER	601	742	642	669	502	734	492	435	1038
OVER $93000	1	0	3	2	7	2	13	27	64
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 6624

MEDIUM EMPLOYERS, NON-SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30200	32300	34400	36400	38350	40150	41850	43450	44900
UPPER QUARTILE	28900	30600	32250	33800	35300	36700	38000	39250	40350
MEDIAN	27250	28650	29950	31200	32400	33500	34550	35450	36300
LOWER QUARTILE	25900	26950	27950	28900	29750	30600	31350	32050	32700
LOWER DECILE	24150	25000	25800	26600	27300	27950	28550	29100	29600
MEAN	27250	28700	30100	31450	32700	33850	34950	35950	36900
TOTAL NUMBER	1308	1023	1112	1144	1147	996	772	647	695
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	15	4	6	2	4	0	2	2	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	47400	50300	52300	53600	54400	54900	55150	55300	55350
UPPER QUARTILE	42300	44500	46050	47100	47750	48200	48400	48550	48650
MEDIAN	37800	39500	40650	41400	41900	42200	42400	42500	42550
LOWER QUARTILE	33850	35150	36050	36700	37150	37400	37550	37700	37750
LOWER DECILE	30450	31450	32150	32600	32900	33100	33250	33300	33350
MEAN	38450	40300	41550	42400	42950	43250	43450	43600	43650
TOTAL NUMBER	1632	1474	968	789	746	788	572	537	1176
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	2	2	2	0	1	0	0	0	0

ENGINEERS COVERED - 17537

MEDIUM EMPLOYERS, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	37150	38600	40050	41550	43050	44600	46150	47650	49200
UPPER QUARTILE	33200	34500	35850	37150	38550	39900	41250	42650	44000
MEDIAN	30100	31200	32350	33450	34600	35700	36850	37950	39000
LOWER QUARTILE	27650	28650	29600	30600	31550	32500	33400	34300	35200
LOWER DECILE	25500	26450	27300	28200	29050	29900	30700	31500	32250
MEAN	30750	31950	33100	34300	35450	36650	37800	38950	40100
TOTAL NUMBER	28	92	148	182	219	249	256	236	261
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	52250	56700	60850	64600	67850	70550	72700	74800	76750
UPPER QUARTILE	46650	50450	53950	56950	59450	61450	62900	64250	65350
MEDIAN	41100	44050	46700	49000	50900	52450	53700	54850	55850
LOWER QUARTILE	36850	39100	41050	42650	43950	44900	45650	46350	46850
LOWER DECILE	33600	35400	36850	37950	38750	39300	39700	40050	40250
MEAN	42300	45350	48150	50500	52500	54100	55300	56500	57450
TOTAL NUMBER	947	647	653	599	480	457	375	273	564
OVER $93000	0	3	0	0	4	1	10	6	21
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 6673

MEDIUM EMPLOYERS, SUPERVISORY, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	42700	44250	0	47450	49050	50700	52400	54050
UPPER QUARTILE	0	37800	39200	0	42050	43500	44950	46400	47850
MEDIAN	0	35250	36350	0	38550	39700	40800	41950	43100
LOWER QUARTILE	0	33100	33950	0	35600	36450	37350	38250	39100
LOWER DECILE	0	31600	32250	0	33650	34350	35050	35800	36500
MEAN	0	36550	37650	0	39900	41000	42150	43300	44450
TOTAL NUMBER	0	9	15	3	9	26	30	30	14
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	57400	62350	67100	71500	75500	79000	81950	85000	88050
UPPER QUARTILE	50700	54800	58600	62050	65050	67550	69600	71650	73500
MEDIAN	45400	48800	52000	55000	57600	59750	61450	62950	63900
LOWER QUARTILE	40900	43650	46300	48850	51150	53150	54700	55900	55450
LOWER DECILE	37950	40100	42250	44250	46100	47700	48950	50100	50300
MEAN	46800	50200	53500	56500	59200	61500	63300	65000	66300
TOTAL NUMBER	250	248	328	236	192	195	157	147	257
OVER $93000	0	3	0	0	4	1	10	6	21
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 2155

MEDIUM EMPLOYERS, NON-SUPERVISORY, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	36900	38250	39600	40950	42250	43550	44850	46050	47300
UPPER QUARTILE	33300	34500	35700	36850	38050	39150	40300	41350	42400
MEDIAN	30250	31300	32350	33350	34350	35350	36300	37200	38100
LOWER QUARTILE	27150	28250	29300	30300	31300	32250	33150	33950	34750
LOWER DECILE	25650	26550	27350	28150	28950	29650	30350	30950	31550
MEAN	30800	31900	32950	34050	35050	36100	37050	38000	38900
TOTAL NUMBER	28	83	132	178	209	223	226	205	247
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	49600	52700	55350	57550	59350	60700	61700	62650	63350
UPPER QUARTILE	44400	47100	49350	51250	52750	53900	54800	55550	56100
MEDIAN	39750	41950	43750	45250	46400	47250	47900	48450	48850
LOWER QUARTILE	36150	37850	39100	40000	40600	41000	41300	41500	41600
LOWER DECILE	32550	33800	34650	35250	35650	35900	36050	36150	36200
MEAN	40600	42850	44650	46100	47200	48050	48650	49150	49500
TOTAL NUMBER	696	399	324	363	287	262	217	125	306
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 4517

MEDIUM EMPLOYERS, PHD

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	51650	52900	54150	55400	56650	57850
UPPER QUARTILE	0	0	0	47100	47950	48800	49700	50550	51450
MEDIAN	0	0	0	40450	41450	42500	43500	44450	45450
LOWER QUARTILE	0	0	0	35450	36450	37450	38400	39300	40200
LOWER DECILE	0	0	0	33050	33600	34150	34700	35250	35800
MEAN	0	0	0	41450	42400	43300	44200	45150	46000
TOTAL NUMBER	0	0	3	11	11	10	23	30	34
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	60250	63650	66800	69650	72100	74150	75900	77600	79350
UPPER QUARTILE	53200	55800	58350	60750	63000	65000	66750	68600	70400
MEDIAN	47300	49950	52350	54400	56200	57700	58950	60150	61300
LOWER QUARTILE	41850	44000	45800	47200	48300	49100	49700	50200	50600
LOWER DECILE	36900	38400	39850	41150	42300	43300	44200	45150	46200
MEAN	47750	50250	52550	54600	56400	57950	59250	60600	62000
TOTAL NUMBER	105	168	140	186	159	104	148	40	113
OVER $93000	0	0	0	0	0	0	0	0	9
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 1291

MEDIUM EMPLOYERS, SUPERVISORY, PHD

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	61050	0	0	0	63900	64650
UPPER QUARTILE	0	0	0	60300	0	0	0	62000	62450
MEDIAN	0	0	0	40750	0	0	0	47800	49450
LOWER QUARTILE	0	0	0	41700	0	0	0	45100	45950
LOWER DECILE	0	0	0	40200	0	0	0	43000	43700
MEAN	0	0	0	48150	0	0	0	51700	52600
TOTAL NUMBER	0	0	0	11	0	3	0	12	11
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	66150	68500	70950	73450	76050	78700	81500	85300	92300
UPPER QUARTILE	63400	64850	66400	68050	69800	71650	73650	76550	82350
MEDIAN	52500	56500	59750	62300	64150	65500	66400	67150	67600
LOWER QUARTILE	47600	50050	52450	54650	56750	58650	60300	62200	64400
LOWER DECILE	45050	47100	49050	50800	52400	53800	54850	55800	55850
MEAN	54350	56950	59450	61800	64000	66050	67850	69950	72500
TOTAL NUMBER	34	45	40	57	60	31	62	9	40
OVER $93000	0	0	0	0	0	0	0	0	9
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 421

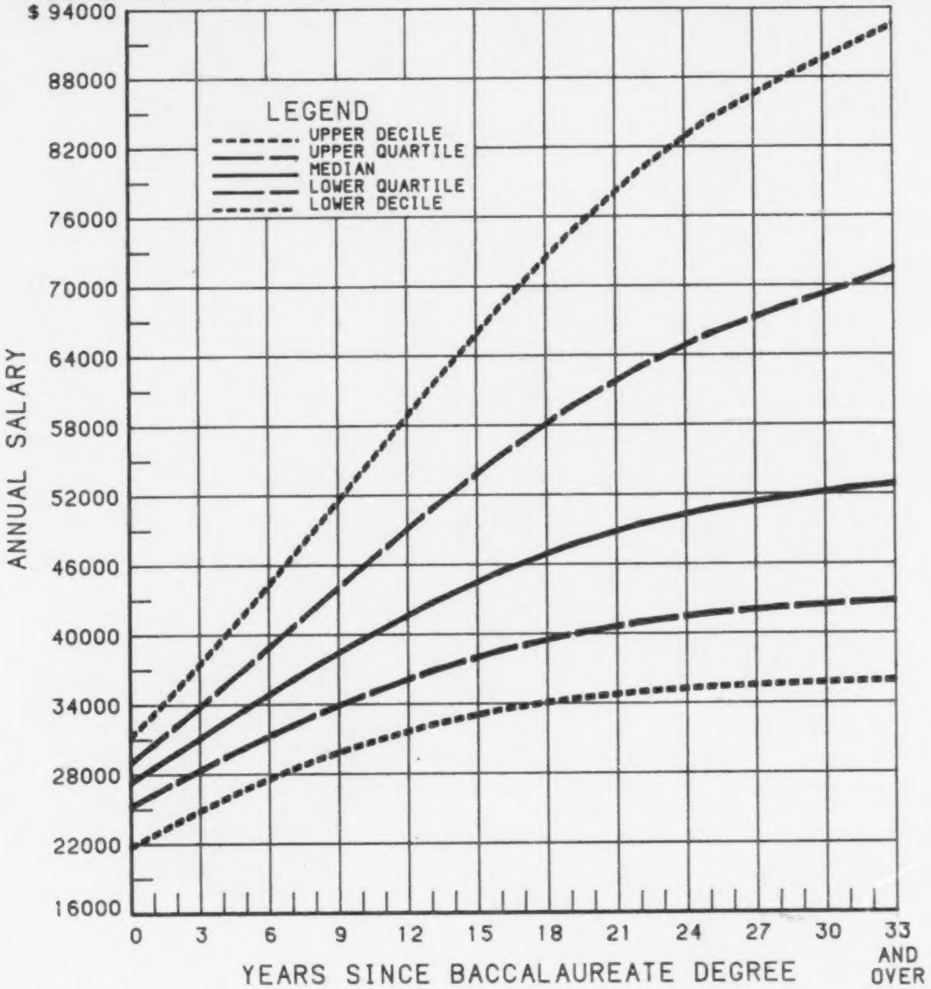
- MEDIUM EMPLOYERS, NON-SUPERVISORY, PHD

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	48050	49100	50100	51150	52150
UPPER QUARTILE	0	0	0	0	42800	44200	45550	46850	48100
MEDIAN	0	0	0	0	39550	40550	41500	42450	43400
LOWER QUARTILE	0	0	0	0	32200	33650	35050	36350	37550
LOWER DECILE	0	0	0	0	31000	31700	32400	33050	33650
MEAN	0	0	0	0	39050	40150	41200	42250	43250
TOTAL NUMBER	0	0	3	0	11	7	23	18	23
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	54150	57050	59800	62300	64450	66300	67750	69100	70050
UPPER QUARTILE	50400	53450	55900	57800	59250	60300	61050	61650	62100
MEDIAN	45100	47400	49300	50950	52100	53000	53700	54300	54800
LOWER QUARTILE	39700	42150	43850	45000	45750	46200	46450	46600	46700
LOWER DECILE	34850	36500	37900	39100	40050	40800	41400	41950	42400
MEAN	45100	47600	49650	51350	52650	53600	54300	54950	55400
TOTAL NUMBER	70	123	99	128	98	73	86	30	72
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 870

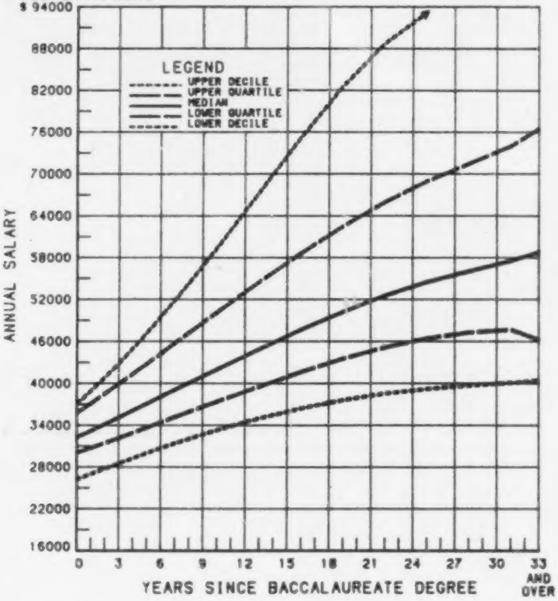
SMALL EMPLOYERS
ALL ENGINEERS



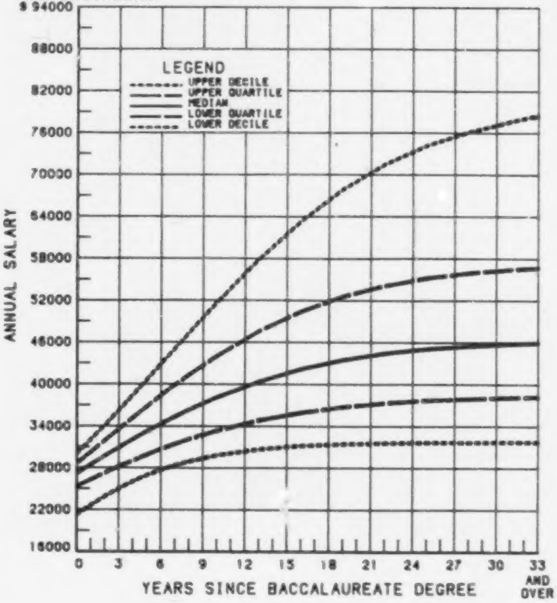
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	31200	33200	35300	37450	39700	41950	44300	46700	49100
UPPER QUARTILE	29000	30600	32200	33800	35500	37150	38900	40600	42350
MEDIAN	27300	28600	29850	31100	32400	33650	34850	36100	37300
LOWER QUARTILE	25250	26300	27350	28350	29400	30350	31300	32200	33100
LOWER DECILE	21750	22800	23850	24850	25800	26750	27600	28450	29200
MEAN	27200	28550	29950	31350	32750	34200	35600	37000	38350
TOTAL NUMBER	517	532	572	620	721	552	539	474	451
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	1	0	0	5	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	54000	61250	68200	74500	79900	84300	87650	90600	92550
UPPER QUARTILE	45750	50750	55400	59500	62950	65800	68000	69950	71450
MEDIAN	39550	42700	45400	47650	49450	50750	51700	52500	52900
LOWER QUARTILE	34700	36850	38600	39950	41000	41750	42250	42650	42850
LOWER DECILE	30550	32250	33500	34400	35000	35400	35650	35850	35950
MEAN	41050	44800	48150	51000	53300	55050	56400	57500	58250
TOTAL NUMBER	1167	1370	984	827	880	640	648	650	1211
OVER $93000	0	0	0	39	46	37	42	63	136
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 13364



SMALL EMPLOYERS. SUPERVISORY
ALL ENGINEERS



SMALL EMPLOYERS. NON-SUPERVISORY
ALL ENGINEERS

SMALL EMPLOYERS, SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	9
UPPER DECILE	37050	38900	40850	42850	45000	47200	49450	51950	54300
UPPER QUARTILE	35750	37100	38500	39900	41350	42800	44250	45750	47200
MEDIAN	32250	33200	34150	35100	36100	37050	38050	39050	40000
LOWER QUARTILE	30050	30750	31450	32150	32900	33650	34400	35150	35900
LOWER DECILE	26200	27000	27750	28500	29250	30000	30700	31400	32050
MEAN	31950	33150	34350	35600	36850	38100	39350	40650	41950
TOTAL NUMBER	12	12	26	12	111	73	96	135	129
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	5	0	0	0	0
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	59350	67300	75250	82600	88750	93200	95700	96100	92000
UPPER QUARTILE	50150	54500	58650	62500	65950	68950	71450	74000	76500
MEDIAN	42000	44900	47700	50250	52550	54500	56050	57550	58400
LOWER QUARTILE	37350	39550	41650	43550	45150	46450	47300	47700	46250
LOWER DECILE	33300	35000	36450	37600	38550	39200	39700	40100	40450
MEAN	44500	48200	51650	54700	57250	59300	60750	61950	62550
TOTAL NUMBER	333	644	439	446	457	373	402	481	738
OVER $93000	0	0	0	39	46	37	42	63	96
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 4926

SMALL EMPLOYERS, NON-SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30000	32050	34100	36250	38450	40650	42900	45100	47350
UPPER QUARTILE	28600	30250	31900	33550	35200	36800	38400	39900	41350
MEDIAN	27150	28450	29700	30900	32100	33250	34300	35350	36350
LOWER QUARTILE	25300	26300	27250	28200	29050	29900	30700	31450	32150
LOWER DECILE	21250	22600	23900	25000	26050	26950	27700	28400	28950
MEAN	27050	28350	29700	31000	32300	33600	34850	36050	37200
TOTAL NUMBER	505	520	546	608	609	478	443	338	322
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	1	0	0	0	0	0	0	0
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	51700	57900	63350	67900	71500	74200	76150	77650	78550
UPPER QUARTILE	44050	47600	50400	52600	54150	55250	55950	56450	56700
MEDIAN	38150	40400	42200	43500	44450	45100	45500	45800	45950
LOWER QUARTILE	33350	34850	35950	36800	37350	37750	37950	38150	38250
LOWER DECILE	29850	30700	31200	31450	31600	31700	31700	31750	31750
MEAN	39350	42250	44600	46450	47850	48850	49550	50100	50400
TOTAL NUMBER	834	726	544	381	423	266	245	169	473
OVER $93000	0	0	0	0	0	0	0	0	39
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 8438

SMALL EMPLOYERS, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	29750	31700	33700	35800	38000	40200	42500	44800	47150
UPPER QUARTILE	28400	30050	31700	33400	35050	36750	38350	39950	41550
MEDIAN	27050	28350	29600	30850	32050	33250	34450	35550	36650
LOWER QUARTILE	25350	26300	27200	28050	28950	29750	30600	31400	32150
LOWER DECILE	21650	22650	23700	24650	25600	26500	27350	28100	28850
MEAN	26600	27950	29350	30700	32050	33450	34750	36100	37350
TOTAL NUMBER	464	512	526	571	646	479	377	281	342
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	1	0	0	5	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	51850	58850	65400	71250	76200	80150	83100	85600	87200
UPPER QUARTILE	44500	48450	51750	54350	56300	57750	58700	59500	59900
MEDIAN	38750	41450	43700	45500	46850	47800	48450	48950	49200
LOWER QUARTILE	33550	35450	37050	38350	39350	40100	40600	41050	41350
LOWER DECILE	30150	31750	32950	33800	34350	34750	35000	35150	35250
MEAN	39850	43200	46050	48400	50200	51600	52550	53350	53800
TOTAL NUMBER	860	911	735	521	588	395	426	505	861
OVER $93000	0	0	0	1	27	30	4	43	75
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 10010

SMALL EMPLOYERS, SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	34800	36450	38150	39950	41800	43750	45750	47850	50000
UPPER QUARTILE	35700	36850	38000	39150	40350	41550	42800	44000	45250
MEDIAN	32200	33000	33850	34650	35500	36400	37250	38150	39000
LOWER QUARTILE	29750	30450	31100	31750	32450	33150	33800	34500	35200
LOWER DECILE	28700	29150	29600	30050	30500	30900	31350	31800	32250
MEAN	32050	33050	34050	35100	36150	37200	38250	39350	40400
TOTAL NUMBER	6	12	21	12	92	65	65	81	85
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	5	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	54450	61550	68800	75800	82150	87300	91050	93550	92900
UPPER QUARTILE	47650	51250	54750	57950	60900	63450	65600	67900	70300
MEDIAN	40800	43450	46050	48500	50650	52400	53650	54500	53250
LOWER QUARTILE	36550	38550	40450	42150	43650	44800	45550	46000	44850
LOWER DECILE	33100	34350	35550	36600	37550	38300	38900	39400	39350
MEAN	42600	45800	48900	51800	54300	56350	57900	59150	59550
TOTAL NUMBER	244	426	312	274	315	238	276	380	523
OVER $93000	0	0	0	1	27	30	4	43	75
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 3435

SMALL EMPLOYERS, NON-SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	29150	31050	33000	35050	37150	39250	41400	43500	45600
UPPER QUARTILE	28250	29850	31450	33100	34650	36200	37700	39150	40500
MEDIAN	26850	28200	29500	30750	31950	33050	34100	35100	35950
LOWER QUARTILE	25250	26200	27050	27900	28700	29450	30150	30750	31350
LOWER DECILE	21050	22450	23750	24900	25950	26800	27600	28200	28750
MEAN	26200	27700	29150	30600	31950	33200	34400	35550	36550
TOTAL NUMBER	457	500	504	559	553	414	312	199	257
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	1	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	49600	54800	58500	60650	61300	60850	59800	58100	55850
UPPER QUARTILE	42950	45800	47750	48900	49400	49500	49400	49200	48900
MEDIAN	37500	39350	40600	41500	42050	42400	42600	42700	42750
LOWER QUARTILE	32400	33650	34550	35250	35700	36000	36150	36300	36350
LOWER DECILE	29550	30250	30600	30750	30850	30900	30900	30950	30950
MEAN	38400	40500	42050	43050	43700	44100	44300	44450	44500
TOTAL NUMBER	616	485	423	246	272	156	150	125	337
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 6574

SMALL EMPLOYERS, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	41300	42650	44100	45600	47150	48750	50400	52100	53850
UPPER QUARTILE	38050	39050	40050	41150	42250	43350	44500	45700	46900
MEDIAN	31300	32200	33150	34100	35050	36050	37050	38100	39200
LOWER QUARTILE	28250	29000	29800	30550	31350	32150	32950	33800	34600
LOWER DECILE	25750	26450	27100	27800	28450	29100	29750	30350	30950
MEAN	32900	33800	34800	35800	36800	37850	38900	40000	41100
TOTAL NUMBER	34	19	46	44	63	65	115	171	92
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	57500	63300	69400	75550	81500	86900	91250	94800	93200
UPPER QUARTILE	49400	53350	57550	61900	66350	70700	74950	79950	85850
MEDIAN	41400	44850	48400	52000	55450	58650	61400	64050	65100
LOWER QUARTILE	36300	38850	41300	43600	45650	47300	48500	49200	47800
LOWER DECILE	32100	33650	34950	36100	37000	37700	38250	38800	39250
MEAN	43400	46950	50550	54150	57500	60550	63050	65250	65300
TOTAL NUMBER	282	345	215	232	224	218	193	138	232
OVER $93000	0	0	0	19	19	6	38	19	22
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 2735

SMALL EMPLOYERS, SUPERVISORY, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	44350	46600	48950	51400	53950
UPPER QUARTILE	0	0	0	0	43950	45600	47250	48950	50700
MEDIAN	0	0	0	0	39350	40350	41450	42500	43600
LOWER QUARTILE	0	0	0	0	36200	36850	37500	38200	38850
LOWER DECILE	0	0	0	0	29600	30700	31750	32800	33750
MEAN	0	0	0	0	40200	41350	42500	43700	44900
TOTAL NUMBER	0	0	4	0	10	7	22	45	39
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	59200	67350	75350	82500	88150	91800	93200	92100	86000
UPPER QUARTILE	54250	59650	65050	70100	74450	77850	80100	81100	78300
MEDIAN	45850	49300	52800	56250	59500	62450	64900	67150	67700
LOWER QUARTILE	40200	42300	44350	46400	48400	50250	51950	53900	56150
LOWER DECILE	35550	37850	39550	40750	41500	41950	42200	42300	42300
MEAN	47350	51150	54950	58600	61950	64800	67000	68550	67100
TOTAL NUMBER	83	173	116	133	124	126	122	96	156
OVER $93000	0	0	0	19	19	6	38	19	1
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 1264

SMALL EMPLOYERS, NON-SUPERVISORY, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	41500	42400	43350	44300	45250	46250	47300	48350	49450
UPPER QUARTILE	39950	40150	40500	40900	41350	41900	42550	43250	44050
MEDIAN	31250	31950	32700	33450	34250	35050	35800	36650	37450
LOWER QUARTILE	28600	29250	29850	30500	31100	31750	32400	33050	33700
LOWER DECILE	25950	26600	27250	27850	28400	28950	29450	29900	30300
MEAN	33050	33750	34500	35200	36000	36750	37550	38350	39150
TOTAL NUMBER	34	19	41	44	53	58	92	125	52
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	51700	55250	59100	63200	67550	72100	76850	83400	94850
UPPER QUARTILE	45800	49000	52800	57200	62100	67300	72550	79050	86450
MEDIAN	39100	41550	44000	46400	48600	50500	52100	53500	53800
LOWER QUARTILE	34950	36800	38500	40050	41350	42350	43000	43250	42000
LOWER DECILE	31050	31950	32600	33050	33350	33550	33700	33800	33850
MEAN	40750	43300	45850	48450	50950	53350	55550	58100	60850
TOTAL NUMBER	199	171	98	98	100	92	70	42	76
OVER $93000	0	0	0	0	0	0	0	0	20
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 1471

SMALL EMPLOYERS, PHD

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	40400	0	0	0	48250	50300	52450	54650	56850
UPPER QUARTILE	32850	0	0	0	40300	42350	44500	46650	48900
MEDIAN	33700	0	0	0	38400	39650	40950	42250	43600
LOWER QUARTILE	35200	0	0	0	37950	38700	39450	40250	41050
LOWER DECILE	34600	0	0	0	35650	35900	36250	36550	36900
MEAN	35550	0	0	0	40600	41900	43250	44600	45950
TOTAL NUMBER	18	0	0	4	12	6	46	21	15
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	61300	67850	74000	79350	83650	86700	88600	89500	88650
UPPER QUARTILE	53500	60500	67350	73600	78800	82750	85400	87150	87350
MEDIAN	46300	50500	54850	59150	63350	67350	71050	75400	80700
LOWER QUARTILE	42700	45350	48150	51200	54500	58000	61750	67100	77500
LOWER DECILE	37650	38950	40450	42200	44300	46800	49800	54800	68100
MEAN	48750	52950	57150	61250	65150	68700	71900	75400	79400
TOTAL NUMBER	24	113	33	73	67	26	28	6	118
OVER $93000	0	0	0	19	0	0	0	0	38
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 618

SMALL EMPLOYERS, SUPERVISORY, PHD

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	28050	0	0	0	36800	0	42200	45150	0
UPPER QUARTILE	27700	0	0	0	36550	0	41850	44700	0
MEDIAN	27900	0	0	0	35450	0	39800	42050	0
LOWER QUARTILE	29500	0	0	0	35050	0	38050	39550	0
LOWER DECILE	33000	0	0	0	35850	0	37400	38150	0
MEAN	28100	0	0	0	35750	0	40050	42300	0
TOTAL NUMBER	5	0	0	0	9	0	8	8	3
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	55050	66250	77900	88650	96900	100000	0	99700	91100
UPPER QUARTILE	53850	63500	72800	80750	86500	89900	0	90600	88000
MEDIAN	49250	56600	63600	69600	74150	77050	0	78600	77000
LOWER QUARTILE	44200	48850	53400	57600	61450	64750	0	70200	72800
LOWER DECILE	40650	43300	46100	49100	52250	55500	0	63600	71850
MEAN	49300	56350	62950	68600	73050	76150	0	79200	79400
TOTAL NUMBER	5	45	10	37	17	8	3	5	58
OVER $93000	0	0	0	19	0	0	0	0	19
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 226

SMALL EMPLOYERS, NON-SUPERVISORY, PHD

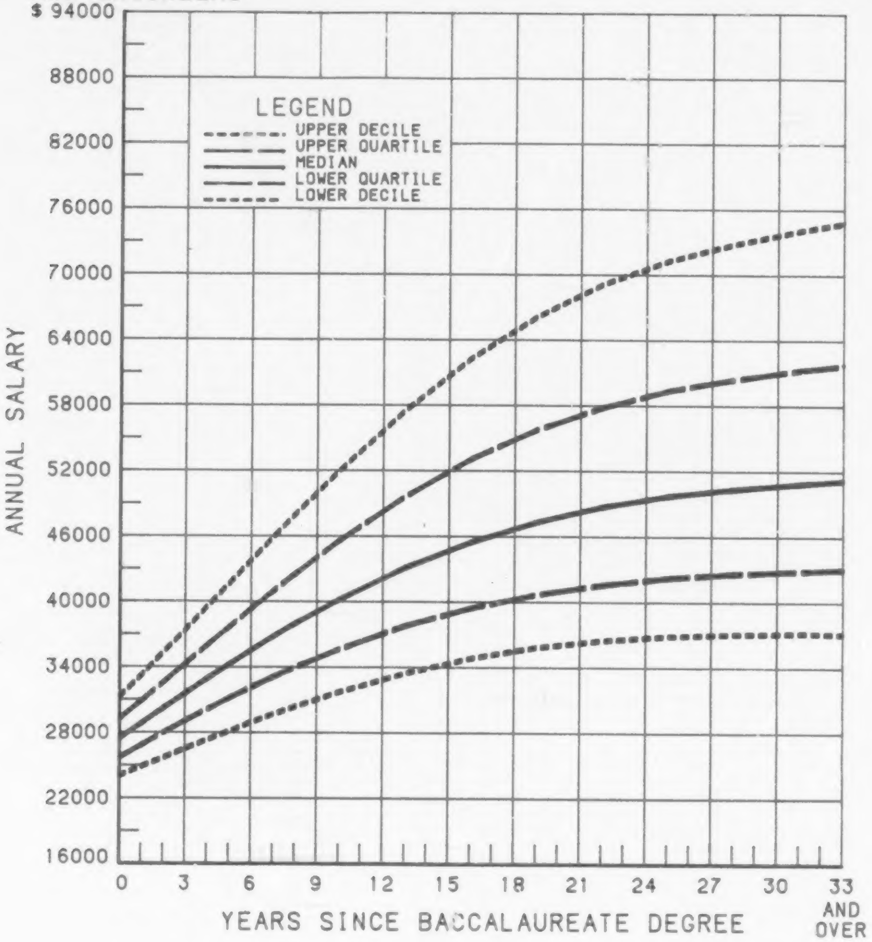
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	44400	0	0	0	0	48800	49750	50700	51700
UPPER QUARTILE	38850	0	0	0	0	44000	45100	46200	47350
MEDIAN	38200	0	0	0	0	42600	43550	44500	45500
LOWER QUARTILE	38050	0	0	0	0	39850	40300	40850	41400
LOWER DECILE	38050	0	0	0	0	36200	36250	36400	36600
MEAN	39650	0	0	0	0	43250	44000	44750	45550
TOTAL NUMBER	12	0	0	4	3	6	38	13	12
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	53750	57000	60400	64050	67850	71850	76000	0	92150
UPPER QUARTILE	49750	53500	57500	61700	66050	70500	75050	0	90500
MEDIAN	47500	50750	54150	57750	61550	65450	69500	0	84400
LOWER QUARTILE	42650	44900	47650	50850	54650	59000	63900	0	84200
LOWER DECILE	37300	38750	40550	42600	44700	46650	48400	0	51550
MEAN	47250	49850	52700	55750	59050	62600	66400	0	82850
TOTAL NUMBER	19	68	22	36	49	17	24	1	60
OVER $93000	0	0	0	0	0	0	0	0	19
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 391

CURVES AND TABLES BY INDUSTRY GROUP OF EMPLOYER & FOR ALL INDUSTRIES

ALL INDUSTRIES
ALL ENGINEERS

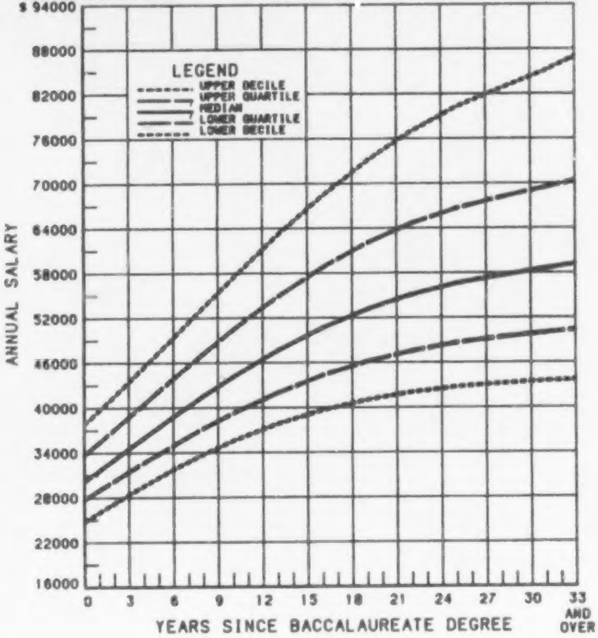


YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	31250	33250	35350	37400	39550	41650	43800	45900	48000
UPPER QUARTILE	29250	30900	32600	34300	36000	37650	39350	40950	42550
MEDIAN	27450	28850	30250	31600	32950	34250	35550	36800	38000
LOWER QUARTILE	25700	26850	28000	29100	30150	31200	32150	33100	34000
LOWER DECILE	24050	24900	25700	26550	27350	28150	28950	29700	30400
MEAN	27650	29100	30550	32000	33400	34800	36200	37500	38800
TOTAL NUMBER	2463	2384	2541	2803	2996	2764	2473	2149	2243
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	15	6	9	3	10	0	2	2	0

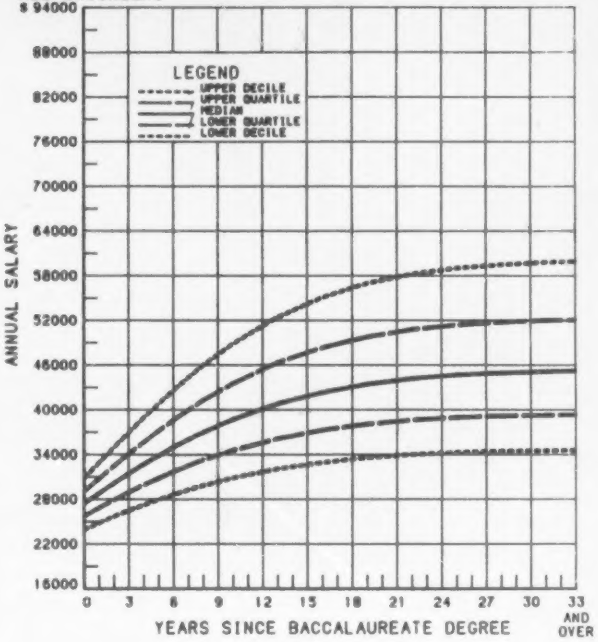
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	52000	57550	62300	66150	69150	71300	72850	74100	74800
UPPER QUARTILE	45600	49650	53100	55800	57850	59400	60450	61300	61750
MEDIAN	40200	43150	45500	47350	48750	49750	50400	50900	51200
LOWER QUARTILE	35650	37800	39450	40700	41600	42250	42650	42900	43050
LOWER DECILE	31750	33450	34850	35850	36500	36900	37100	37200	37100
MEAN	41250	44550	47200	49350	51000	52200	53000	53700	54050
TOTAL NUMBER	6193	6388	5039	4710	4175	4200	3477	3076	6103
OVER $93000	2	7	5	55	87	68	91	121	281
UNDER $18000	2	2	2	0	2	0	1	1	2

ENGINEERS COVERED - 66186

ALL INDUSTRIES. SUPERVISORY
ALL ENGINEERS



ALL INDUSTRIES. NON-SUPERVISORY
ALL ENGINEERS



ALL INDUSTRIES, SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	37800	39650	41500	43450	45400	47400	49400	51400	53400
UPPER QUARTILE	33700	35350	37050	38750	40450	42200	43900	45550	47200
MEDIAN	30150	31600	33050	34500	35950	37350	38800	40150	41550
LOWER QUARTILE	27750	29000	30200	31450	32650	33800	34950	36100	37200
LOWER DECILE	24800	26000	27200	28400	29550	30650	31750	32750	33750
MEAN	31150	32600	34100	35600	37100	38550	40050	41450	42900
TOTAL NUMBER	60	106	142	128	297	370	450	426	480
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	5	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	57350	63100	68350	73050	77000	80250	82750	85100	87000
UPPER QUARTILE	50400	54850	58750	62000	64650	66650	68150	69450	70400
MEDIAN	44100	47650	50650	53150	55100	56600	57650	58600	59200
LOWER QUARTILE	39250	42000	44300	46150	47550	48650	49400	50000	50400
LOWER DECILE	35550	37850	39650	41050	42050	42750	43200	43550	43700
MEAN	45600	49300	52550	55200	57350	59000	60200	61200	61950
TOTAL NUMBER	1667	2471	2161	2110	1882	2012	1674	1559	2837
OVER $93000	2	7	5	55	86	67	91	120	239
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 20841

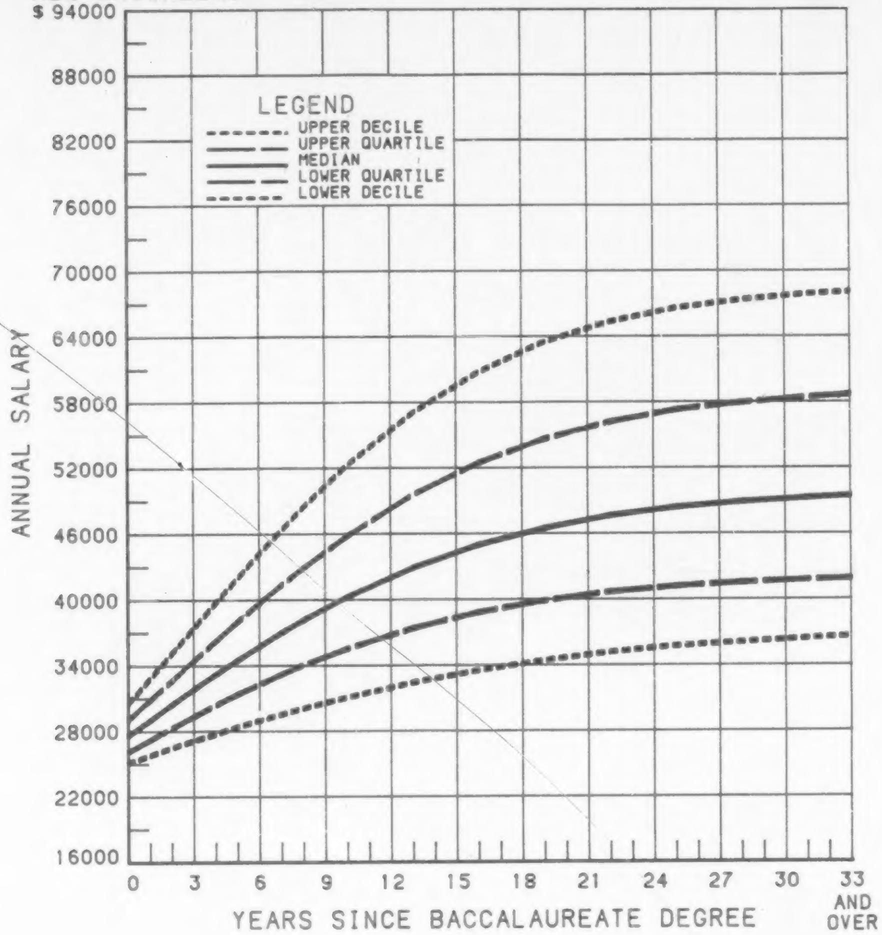
ALL INDUSTRIES, NON-SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30850	32900	34950	36950	38950	40850	42650	44350	46000
UPPER QUARTILE	29050	30750	32450	34100	35650	37200	38650	40000	41300
MEDIAN	27400	28800	30150	31450	32700	33850	35000	36050	37000
LOWER QUARTILE	25700	26850	27900	28950	29950	30850	31750	32550	33300
LOWER DECILE	23900	24800	25700	26500	27250	28000	28650	29300	29850
MEAN	27550	29000	30350	31700	33000	34250	35400	36550	37550
TOTAL NUMBER	2403	2277	2398	2675	2698	2394	2022	1722	1762
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	15	6	9	3	4	0	2	2	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	48900	52450	55100	57000	58250	59050	59500	59850	59950
UPPER QUARTILE	43550	46350	48350	49800	50800	51400	51800	52050	52100
MEDIAN	38750	40850	42350	43450	44200	44700	44950	45150	45250
LOWER QUARTILE	34600	36150	37300	38100	38650	39000	39200	39300	39350
LOWER DECILE	30900	32100	32950	33600	34000	34300	34450	34550	34600
MEAN	39450	41700	43450	44650	45500	46050	46400	46650	46800
TOTAL NUMBER	4525	3916	2878	2599	2293	2188	1802	1516	3266
OVER $93000	0	0	0	0	0	0	0	0	41
UNDER $18000	2	2	2	0	1	0	0	0	1

ENGINEERS COVERED - 45344

ALL MANUFACTURING INDUSTRIES
ALL ENGINEERS

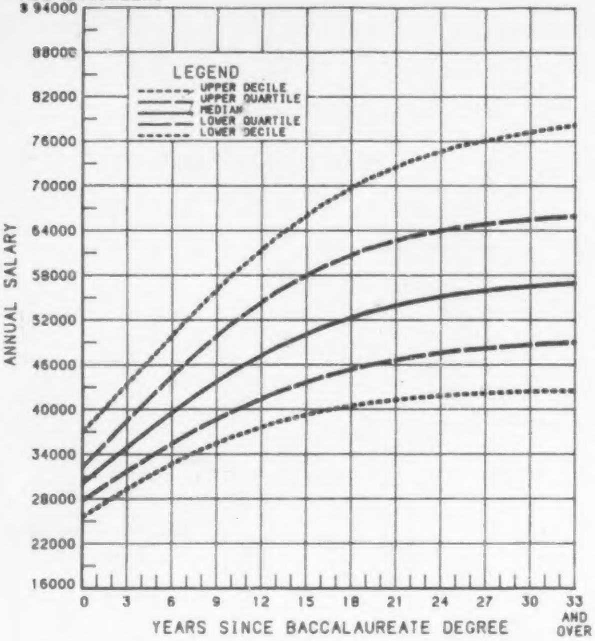


YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30550	32850	35150	37450	39750	42000	44250	46350	48450
UPPER QUARTILE	29050	30850	32650	34450	36250	38000	39700	41350	42900
MEDIAN	27600	29000	30450	31850	33200	34500	35750	37000	38150
LOWER QUARTILE	26100	27200	28300	29350	30400	31400	32300	33200	34050
LOWER DECILE	25100	25800	26500	27150	27750	28400	29000	29550	30100
MEAN	27850	29300	30800	32250	33650	35050	36400	37700	38950
TOTAL NUMBER	1789	1610	1703	1801	1991	1673	1436	1086	1349
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

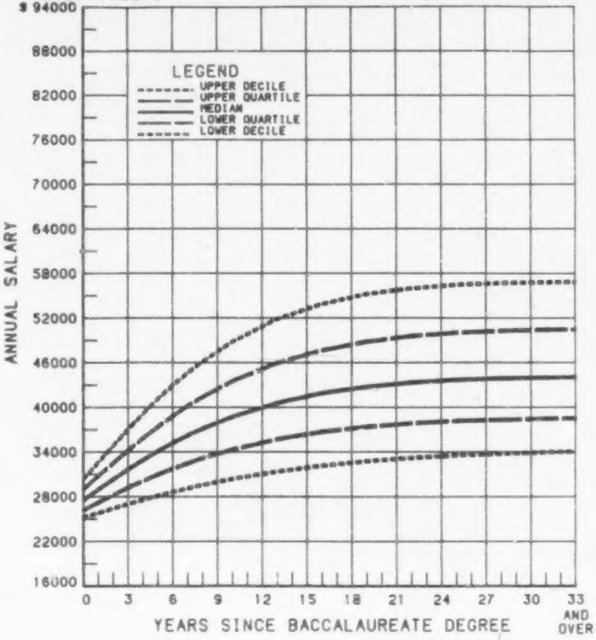
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	52250	57050	60750	63500	65350	66600	67350	67900	68100
UPPER QUARTILE	45800	49550	52450	54650	56200	57300	57950	58450	58700
MEDIAN	40250	42900	45000	46500	47650	48400	48900	49250	49450
LOWER QUARTILE	35550	37400	38850	39900	40700	41200	41550	41800	41900
LOWER DECILE	31100	32450	33550	34450	35200	35750	36100	36450	36650
MEAN	41200	44100	46400	48150	49450	50300	50900	51300	51550
TOTAL NUMBER	3165	3196	2609	2487	2301	2460	2040	1653	3146
OVER $93000	1	3	4	5	46	38	23	40	63
UNDER $18000	0	0	0	0	0	0	0	0	1

ENGINEERS COVERED - 37504

ALL MANUFACTURING INDUSTRIES. SUPERVISORY
ALL ENGINEERS



ALL MANUFACTURING INDUSTRIES. NON-SUPERVISORY
ALL ENGINEERS



ALL MANUFACTURING INDUSTRIES, SUPERVISORY

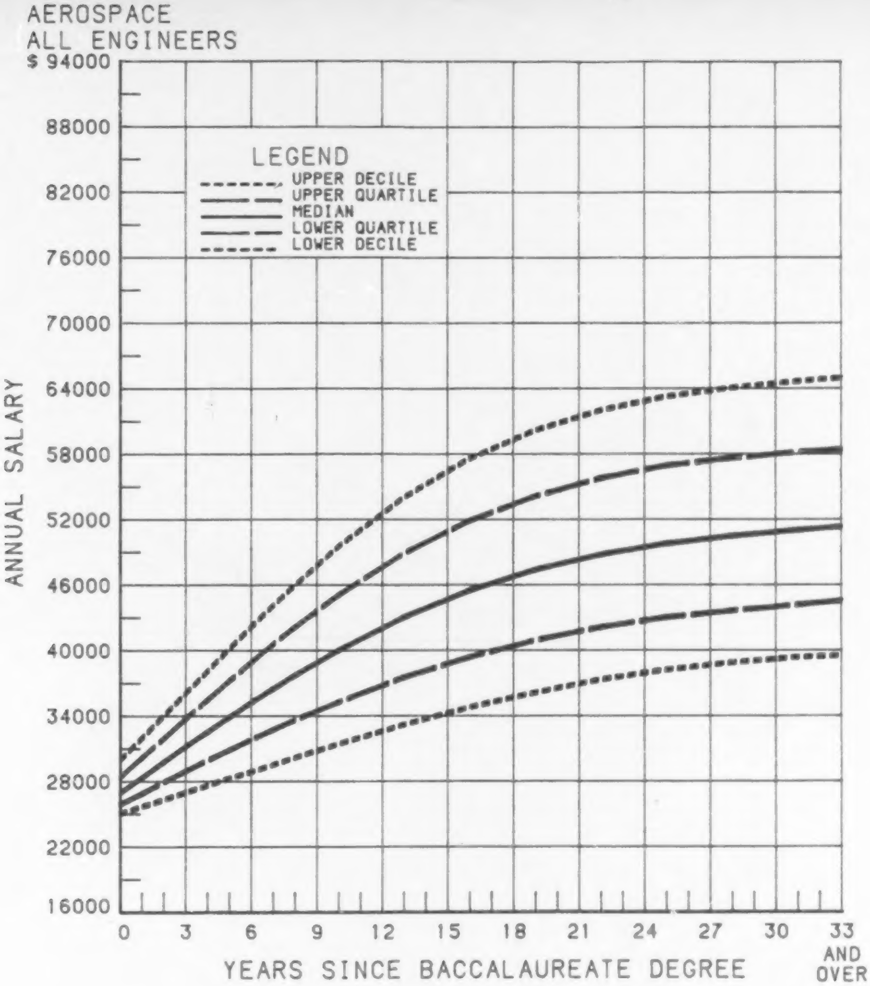
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	37000	39100	41300	43450	45650	47800	49950	52050	54100
UPPER QUARTILE	32250	34300	36400	38500	40550	42550	44500	46400	48200
MEDIAN	30050	31700	33350	34950	36550	38100	39600	41050	42450
LOWER QUARTILE	27800	29100	30450	31750	33000	34250	35450	36600	37700
LOWER DECILE	25550	26850	28100	29350	30550	31650	32750	33750	34650
MEAN	30850	32500	34150	35800	37400	39000	40550	42050	43500
TOTAL NUMBER	20	52	70	59	165	176	219	185	264
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	58000	63150	67450	70850	73400	75300	76550	77600	78200
UPPER QUARTILE	51550	55800	59100	61550	63250	64400	65150	65700	65950
MEDIAN	45050	48350	51000	53000	54450	55500	56200	56700	57000
LOWER QUARTILE	39700	42300	44350	45900	47050	47900	48400	48850	49050
LOWER DECILE	36300	38300	39800	40850	41550	42000	42300	42500	42550
MEAN	46200	49650	52500	54650	56250	57400	58200	58750	59100
TOTAL NUMBER	821	1134	1050	1068	905	1195	919	780	1385
OVER $93000	1	3	4	5	46	37	23	39	60
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 10478

ALL MANUFACTURING INDUSTRIES, NON-SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30400	32650	34900	37100	39150	41150	42950	44650	46200
UPPER QUARTILE	29000	30800	32550	34250	35900	37400	38850	40200	41400
MEDIAN	27550	29000	30350	31700	32950	34150	35250	36250	37150
LOWER QUARTILE	26200	27250	28250	29250	30150	31000	31800	32500	33200
LOWER DECILE	25200	25850	26450	27050	27600	28150	28650	29150	29600
MEAN	27800	29250	30650	32050	33300	34550	35650	36700	37650
TOTAL NUMBER	1768	1557	1633	1741	1826	1497	1216	900	1085
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	48850	51900	53900	55250	56000	56500	56750	56850	56900
UPPER QUARTILE	43550	46000	47700	48850	49600	50050	50300	50450	50500
MEDIAN	38750	40600	41900	42750	43350	43700	43900	44000	44050
LOWER QUARTILE	34350	35750	36750	37400	37900	38200	38350	38500	38550
LOWER DECILE	30400	31400	32200	32800	33250	33600	33800	34000	34100
MEAN	39350	41300	42650	43550	44150	44550	44750	44900	44950
TOTAL NUMBER	2344	2061	1558	1418	1395	1265	1120	872	1761
OVER $93000	0	0	0	0	0	0	0	0	2
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 27026

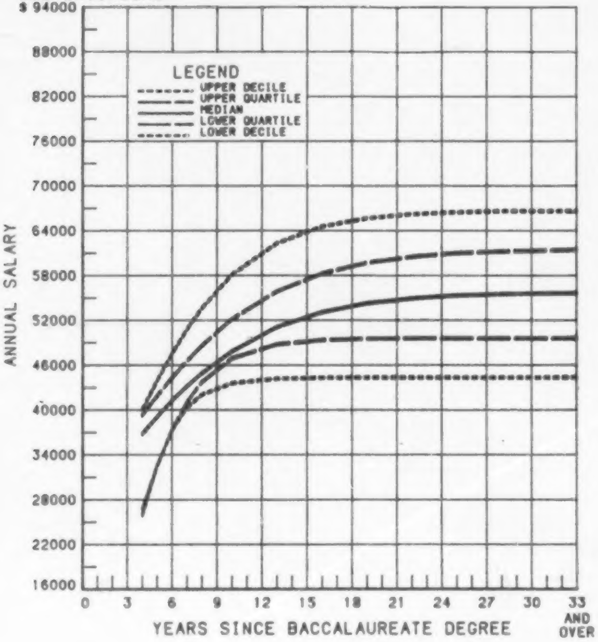


YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30000	32000	34050	36100	38150	40200	42200	44150	46000
UPPER QUARTILE	28400	30200	31950	33750	35500	37250	38950	40600	42150
MEDIAN	26950	28350	29800	31200	32550	33900	35250	36500	37750
LOWER QUARTILE	25900	26900	27950	28950	29950	30900	31850	32750	33650
LOWER DECILE	25050	25700	26350	27000	27650	28300	28900	29550	30200
MEAN	27450	28850	30250	31650	33000	34350	35650	36900	38150
TOTAL NUMBER	237	237	229	250	267	168	189	144	209
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

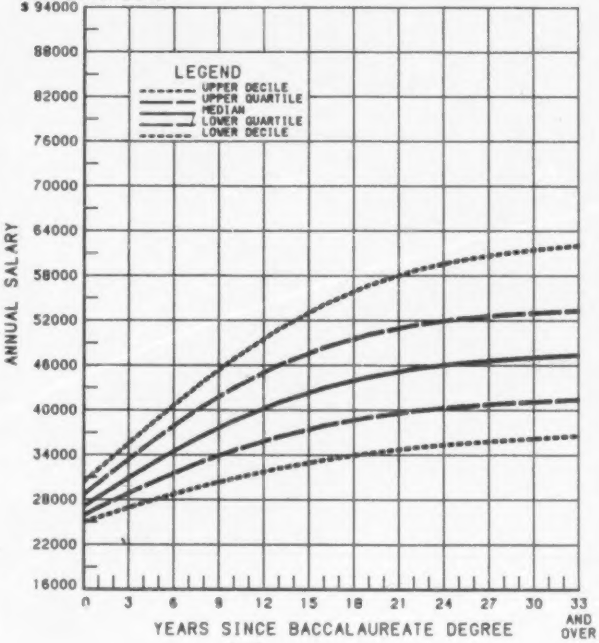
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	49550	54050	57600	60200	62050	63300	64100	64700	65000
UPPER QUARTILE	45100	48900	51900	54150	55800	56950	57650	58200	58450
MEDIAN	40050	43050	45500	47400	48800	49800	50500	51050	51350
LOWER QUARTILE	35300	37550	39400	40950	42150	43050	43650	44200	44550
LOWER DECILE	31450	33200	34800	36150	37350	38250	38900	39400	39550
MEAN	40400	43400	45850	47800	49200	50250	50950	51550	51850
TOTAL NUMBER	363	406	337	388	376	307	306	180	403
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 5005

AEROSPACE, SUPERVISORY
ALL ENGINEERS



AEROSPACE, NON-SUPERVISORY
ALL ENGINEERS



AEROSPACE, SUPERVISORY

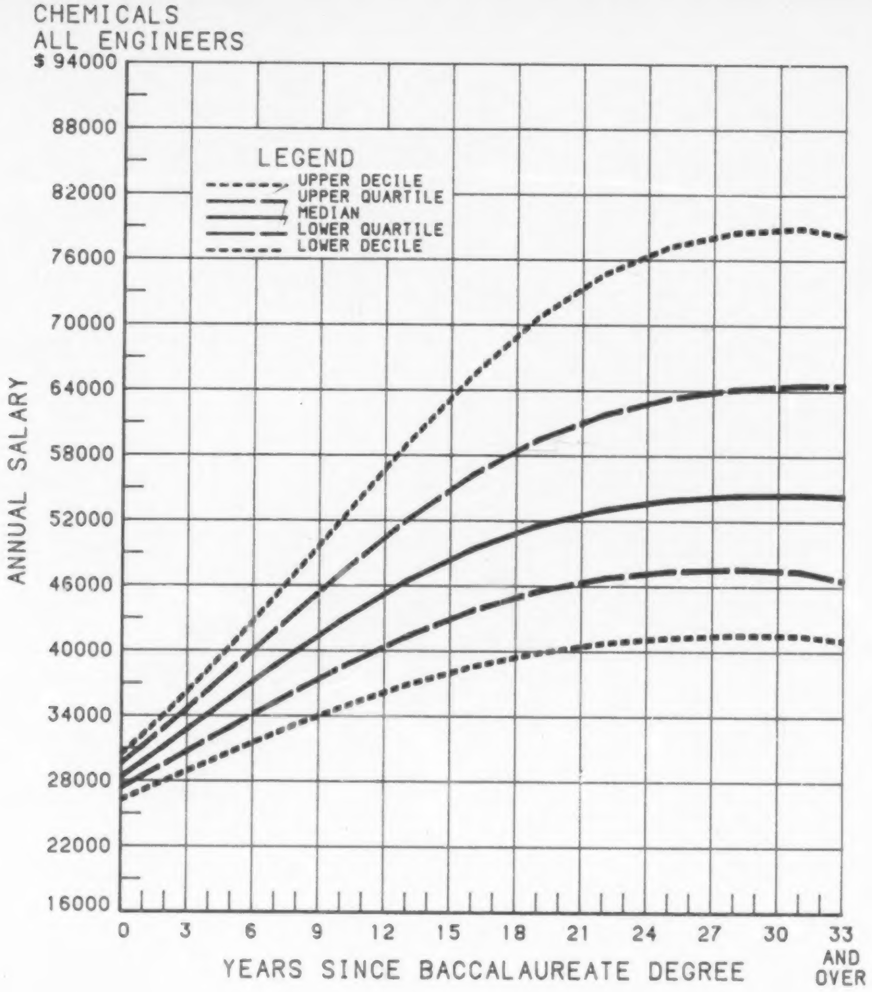
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	40050	44000	47600	50850	53650
UPPER QUARTILE	0	0	0	0	39300	41900	44350	46600	48650
MEDIAN	0	0	0	0	36800	39100	41250	43200	44950
LOWER QUARTILE	0	0	0	0	26800	32500	37350	41050	43750
LOWER DECILE	0	0	0	0	25950	32550	37350	40350	42050
MEAN	0	0	0	0	34400	37950	41100	43900	46200
TOTAL NUMBER	0	0	0	0	22	8	18	39	24
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	58150	62350	64600	65700	66250	66500	66650	66650	66650
UPPER QUARTILE	52150	55900	58300	59750	60550	61050	61250	61400	61450
MEDIAN	47900	51100	53100	54300	54950	55350	55550	55650	55650
LOWER QUARTILE	46950	48800	49400	49550	49600	49600	49600	49600	49600
LOWER DECILE	43600	44200	44350	44350	44350	44350	44350	44350	44350
MEAN	49750	52800	54250	54950	55250	55400	55450	55450	55450
TOTAL NUMBER	53	99	121	115	121	119	114	88	157
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 1105

AEROSPACE, NON-SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30350	32100	33800	35550	37300	39000	40650	42300	43900
UPPER QUARTILE	28650	30250	31850	33400	34950	36450	37900	39300	40600
MEDIAN	27100	28400	29650	30950	32150	33350	34500	35600	36650
LOWER QUARTILE	25900	26950	27900	28900	29800	30700	31550	32400	33200
LOWER DECILE	25000	25650	26300	26950	27600	28200	28800	29350	29900
MEAN	27700	28950	30150	31350	32500	33650	34750	35850	36850
TOTAL NUMBER	237	236	229	250	245	160	170	105	184
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	46900	50850	54150	56750	58700	60050	61000	61700	62050
UPPER QUARTILE	43000	46050	48400	50150	51400	52250	52800	53150	53350
MEDIAN	38600	41050	43000	44450	45550	46300	46800	47200	47400
LOWER QUARTILE	34650	36450	37950	39050	39900	40500	40950	41250	41450
LOWER DECILE	30900	32250	33350	34250	35000	35550	35950	36350	36600
MEAN	38750	41250	43200	44800	45950	46800	47400	47850	48100
TOTAL NUMBER	310	307	215	272	255	187	191	92	246
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 3900

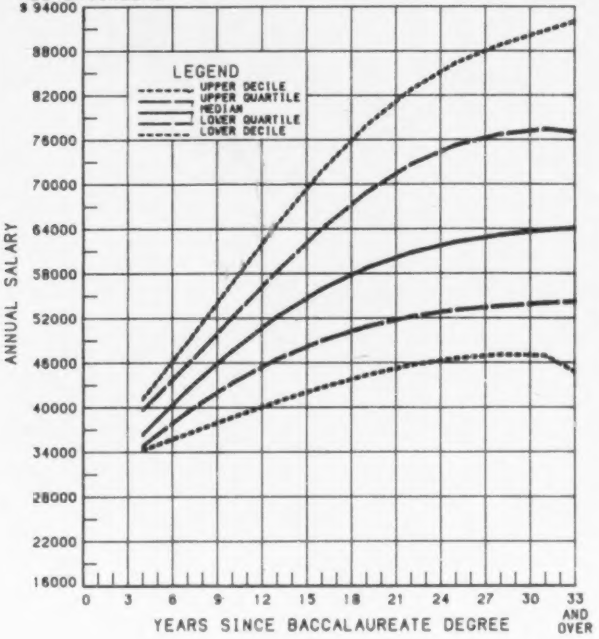


YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30450	32300	34200	36250	38350	40500	42750	45000	47350
UPPER QUARTILE	29600	31250	32950	34650	36450	38250	40050	41850	43650
MEDIAN	28350	29800	31250	32750	34200	35700	37200	38650	40050
LOWER QUARTILE	27350	28500	29600	30750	31900	33000	34150	35250	36350
LOWER DECILE	26250	27150	28050	28950	29800	30700	31550	32400	33250
MEAN	28350	29750	31200	32650	34150	35700	37200	38700	40200
TOTAL NUMBER	259	213	317	518	479	502	323	360	331
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

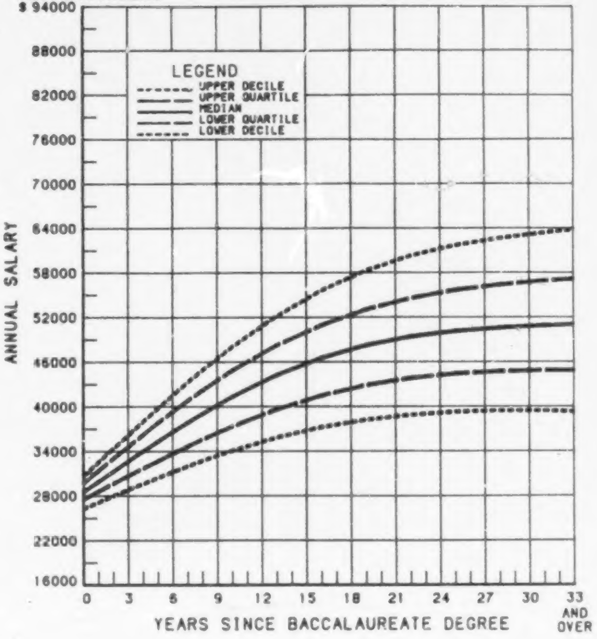
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	52050	59050	65400	70750	74700	77250	78550	78950	78250
UPPER QUARTILE	47150	52050	56200	59500	61800	63300	64150	64550	64550
MEDIAN	42800	46450	49400	51600	53050	53950	54350	54450	54300
LOWER QUARTILE	38500	41350	43750	45550	46750	47400	47600	47400	46550
LOWER DECILE	34800	36900	38600	39900	40800	41300	41550	41500	41050
MEAN	43150	47250	50750	53500	55450	56650	57200	57400	57000
TOTAL NUMBER	1136	996	963	839	689	603	544	496	1102
OVER $93000	0	2	0	3	18	19	17	31	37
UNDER $18000	0	0	0	0	0	0	1	1	5

ENGINEERS COVERED - 10677

CHEMICALS, SUPERVISORY
ALL ENGINEERS



CHEMICALS, NON-SUPERVISORY
ALL ENGINEERS



CHEMICALS, SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	41150	43650	46200	48800	51400
UPPER QUARTILE	0	0	0	0	39700	41650	43700	45750	47850
MEDIAN	0	0	0	0	36400	38400	40350	42300	44150
LOWER QUARTILE	0	0	0	0	34850	36400	37900	39400	40750
LOWER DECILE	0	0	0	0	34300	35050	35800	36500	37250
MEAN	0	0	0	0	37400	39100	40850	42600	44300
TOTAL NUMBER	0	0	2	3	13	34	55	43	76
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	56750	64600	71800	77950	82800	86400	88850	90800	92050
UPPER QUARTILE	52100	58300	64050	68900	72700	75250	76750	77450	77050
MEDIAN	47650	52250	55950	58800	60850	62250	63200	63850	64150
LOWER QUARTILE	43300	46550	49050	50900	52200	53100	53650	54050	54250
LOWER DECILE	38700	40800	42700	44350	45700	46600	47100	46950	44750
MEAN	47750	52600	56850	60300	62900	64600	65550	66000	65850
TOTAL NUMBER	331	402	412	374	305	245	250	185	400
OVER $93000	0	2	0	3	17	17	16	31	36
UNDER $18000	0	0	0	0	0	0	1	1	2

ENGINEERS COVERED - 3138

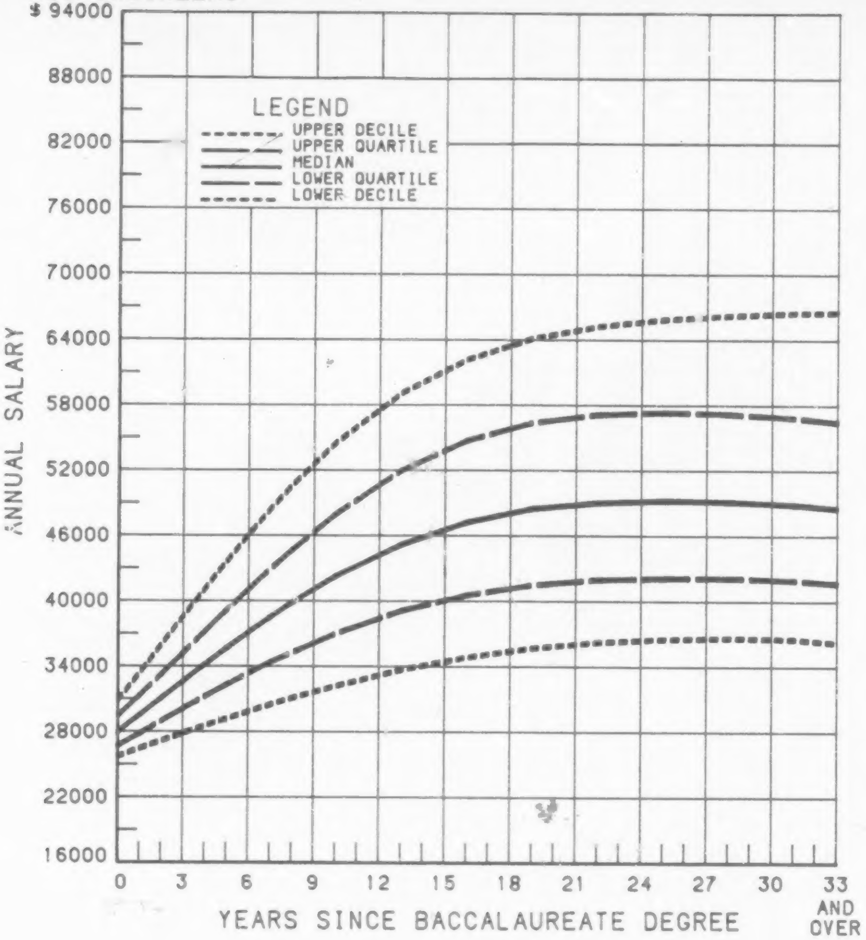
CHEMICALS, NON-SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30700	32500	34350	36150	37950	39750	41500	43250	44900
UPPER QUARTILE	29700	31350	33000	34600	36200	37800	39300	40800	42200
MEDIAN	28550	29900	31250	32650	34000	35300	36600	37850	39050
LOWER QUARTILE	27550	28600	29650	30700	31700	32700	33700	34650	35600
LOWER DECILE	26300	27150	28000	28850	29650	30450	31250	32000	32750
MEAN	28450	29850	31250	32650	34000	35300	36550	37800	39000
TOTAL NUMBER	259	213	314	515	465	467	267	316	255
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	48050	52200	55650	58300	60300	61700	62650	63400	63850
UPPER QUARTILE	44850	48250	50950	53050	54600	55700	56400	56950	57200
MEDIAN	41350	44250	46550	48250	49400	50150	50600	50900	51050
LOWER QUARTILE	37350	39650	41500	42900	43850	44450	44750	44900	44850
LOWER DECILE	34100	35850	37250	38250	38900	39300	39450	39450	39300
MEAN	41200	44050	46350	48150	49500	50450	51100	51550	51800
TOTAL NUMBER	805	594	551	464	383	358	294	310	701
OVER $93000	0	0	0	0	0	2	0	0	1
UNDER $18000	0	0	0	0	0	0	0	0	2

ENGINEERS COVERED - 7539

ELECTRICAL AND ELECTRONIC EQUIPMENT
ALL ENGINEERS

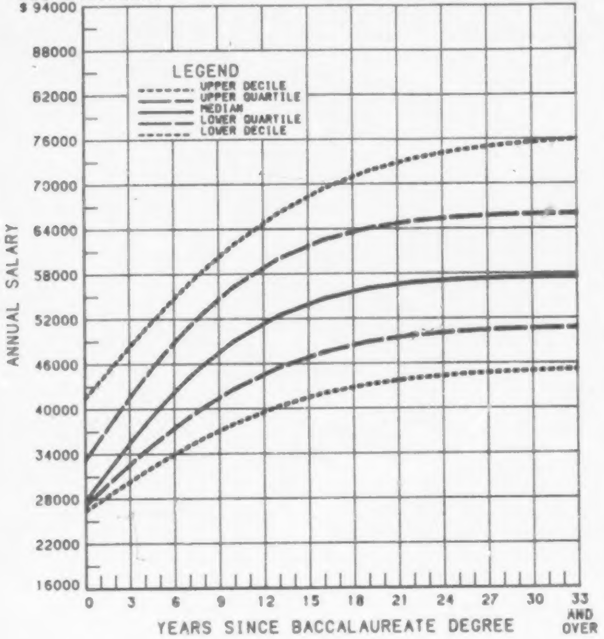


YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30850	33400	36000	38600	41150	43650	46100	48450	50650
UPPER QUARTILE	29400	31300	33250	35200	37200	39150	41050	42950	44700
MEDIAN	27950	29500	31050	32600	34150	35650	37100	38500	39850
LOWER QUARTILE	26650	27800	28950	30100	31200	32300	33350	34350	35250
LOWER DECILE	25700	26450	27150	27850	28550	29200	29850	30500	31100
MEAN	28350	29950	31500	33100	34650	36200	37700	39150	40500
TOTAL NUMBER	904	791	758	798	637	655	508	455	404
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

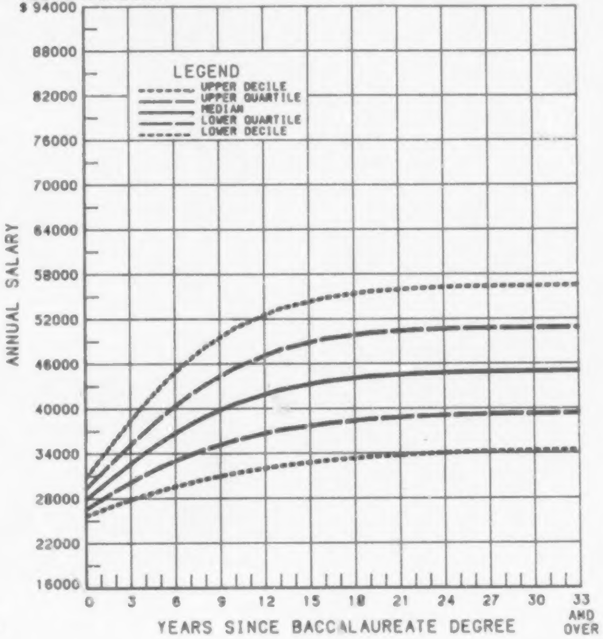
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	54550	59100	62200	64150	65250	65900	66250	66500	66550
UPPER QUARTILE	48000	52000	54750	56400	57150	57350	57200	56850	56450
MEDIAN	42300	45200	47250	48500	49050	49250	49150	48900	48550
LOWER QUARTILE	37000	39100	40550	41500	42000	42150	42150	41950	41650
LOWER DECILE	32200	33700	34850	35700	36250	36550	36650	36550	36200
MEAN	43000	46000	48150	49500	50250	50550	50600	50500	50350
TOTAL NUMBER	1042	989	893	886	705	872	695	705	1000
OVER $93000	0	3	0	3	5	7	3	8	17
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 13704

ELECTRICAL AND ELECTRONIC EQUIPMENT, SUPERVISORY
ALL ENGINEERS



ELECTRICAL AND ELECTRONIC EQUIPMENT, NON-SUPERVISORY
ALL ENGINEERS



ELECTRICAL AND ELECTRONIC EQUIPMENT, SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	41850	43750	46050	48300	50550	52650	54750	56700	58550
UPPER QUARTILE	33200	36000	38800	41500	44100	46600	48900	51000	52950
MEDIAN	27750	30350	32900	35400	37800	40100	42200	44200	45950
LOWER QUARTILE	27150	29000	30800	32550	34300	35900	37450	38900	40250
LOWER DECILE	26400	27700	29050	30300	31600	32800	33950	35100	36150
MEAN	31250	33450	35600	37700	39750	41700	43550	45300	46900
TOTAL NUMBER	8	11	16	14	19	38	53	48	69
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	61950	66150	69400	71750	73400	74500	75200	75750	76000
UPPER QUARTILE	56300	60050	62550	64100	65050	65550	65850	65950	66000
MEDIAN	49050	52450	54650	56000	56800	57200	57400	57500	57500
LOWER QUARTILE	42650	45500	47500	48900	49750	50250	50550	50700	50750
LOWER DECILE	38000	40350	42050	43200	45000	44500	44850	45050	45200
MEAN	49750	53050	55450	57050	58050	58700	59050	59300	59350
TOTAL NUMBER	244	289	332	365	303	367	263	242	351
OVER $93000	0	3	0	3	5	7	3	8	17
UNDER $18000	0	0	0	0	0	0	0	0	0

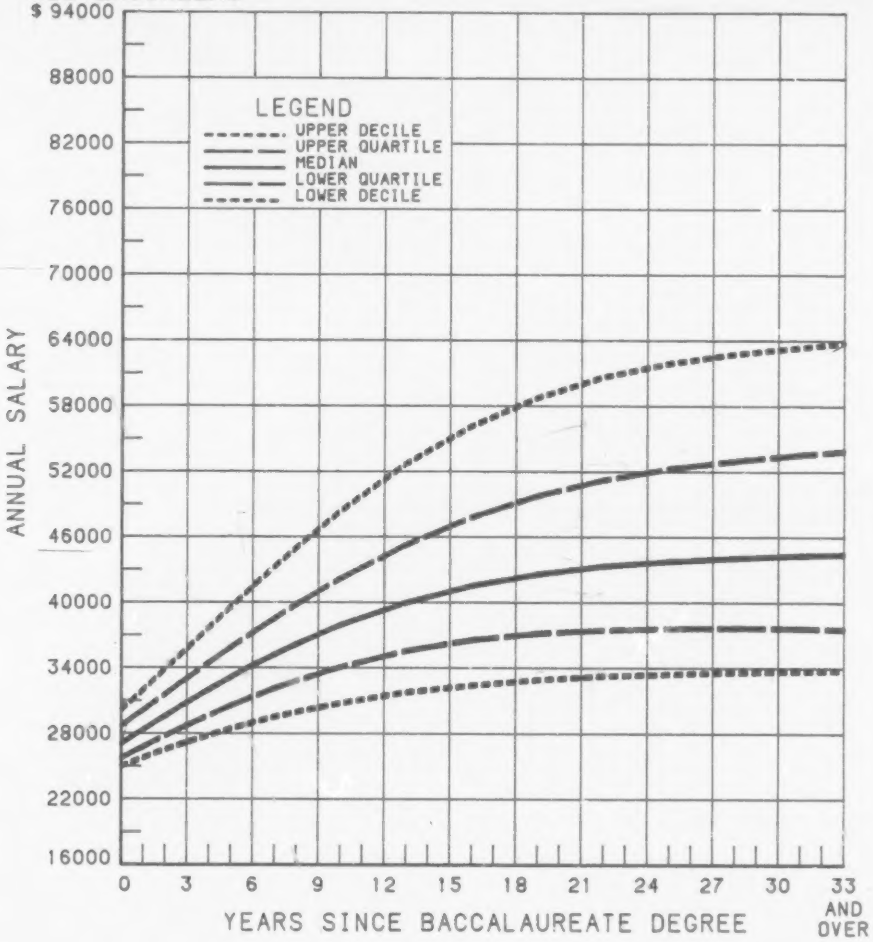
ENGINEERS COVERED - 3039

ELECTRICAL AND ELECTRONIC EQUIPMENT, NON-SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30750	33400	35950	38400	40750	42900	44900	46650	48250
UPPER QUARTILE	29300	31300	33300	35200	37000	38750	40350	41850	43200
MEDIAN	27850	29500	31100	32650	34150	35500	36750	37900	38950
LOWER QUARTILE	26550	27800	29050	30150	31200	32200	33050	33850	34600
LOWER DECILE	25650	26400	27150	27850	28450	29050	29600	30100	30600
MEAN	28150	29900	31550	33100	34550	35900	37100	38200	39200
TOTAL NUMBER	895	779	742	783	617	617	455	407	335
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	50800	53400	54850	55700	56100	56350	56450	56500	56550
UPPER QUARTILE	45450	47900	49350	50150	50550	50750	50800	50850	50850
MEDIAN	40650	42500	43650	44300	44650	44850	44950	45000	45050
LOWER QUARTILE	35800	37150	38000	38600	38950	39150	39300	39350	39400
LOWER DECILE	31400	32350	33050	33550	33900	34150	34300	34400	34450
MEAN	40850	42600	43750	44450	44900	45150	45300	45350	45350
TOTAL NUMBER	797	699	560	520	402	504	431	462	648
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 10664

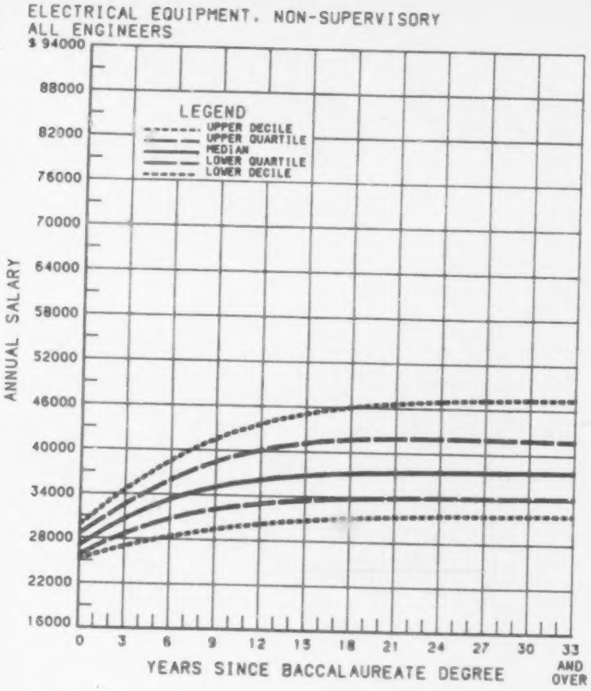
ELECTRICAL EQUIPMENT
ALL ENGINEERS

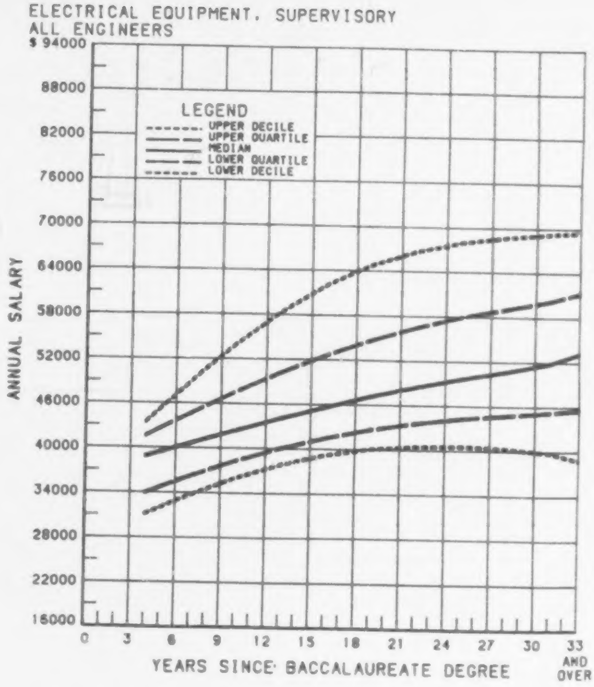


YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30150	32000	33900	35800	37700	39600	41450	43300	45050
UPPER QUARTILE	28700	30150	31600	33050	34500	35900	37250	38550	39850
MEDIAN	27050	28350	29600	30850	32000	33150	34250	35250	36200
LOWER QUARTILE	25750	26800	27800	28750	29650	30550	31350	32150	32850
LOWER DECILE	25000	25800	26550	27200	27850	28450	29000	29550	30000
MEAN	27400	28700	30000	31250	32500	33700	34850	35950	36950
TOTAL NUMBER	86	70	47	82	83	97	75	81	68
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	48400	52750	56200	58800	60700	61950	62800	63400	63800
UPPER QUARTILE	42200	45300	47850	49800	51250	52300	53000	53600	53900
MEDIAN	37950	40000	41550	42600	43350	43800	44100	44350	44450
LOWER QUARTILE	34100	35600	36600	37200	37500	37650	37700	37650	37550
LOWER DECILE	30800	31800	32450	32950	33300	33500	33650	33750	33800
MEAN	38900	41300	43150	44550	45550	46250	46700	47050	47250
TOTAL NUMBER	191	182	155	118	84	106	100	75	132
OVER $93000	0	0	0	0	0	0	0	1	3
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 1839





ELECTRICAL EQUIPMENT, SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	43450	45300	47100	48900	50700
UPPER QUARTILE	0	0	0	0	41600	42650	43650	44650	45650
MEDIAN	0	0	0	0	38850	39450	40050	40650	41250
LOWER QUARTILE	0	0	0	0	33950	34750	35500	36250	36950
LOWER DECILE	0	0	0	0	31150	32000	32900	33700	34500
MEAN	0	0	0	0	37850	38900	39950	41000	42000
TOTAL NUMBER	0	4	2	1	8	20	18	21	22
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	54000	58450	62050	64800	66700	68000	68750	69250	69500
UPPER QUARTILE	47600	50250	52650	54750	56500	57950	59100	60250	61300
MEDIAN	42400	44100	45650	47150	48450	49650	50700	51850	53200
LOWER QUARTILE	38300	40050	41500	42700	43600	44300	44300	45250	45600
LOWER DECILE	36000	37850	39200	40100	40500	40600	40350	39800	38800
MEAN	43850	46300	48350	50050	51350	52350	53050	53700	54150
TOTAL NUMBER	74	69	82	67	51	53	57	38	74
OVER $93000	0	0	0	0	0	0	0	1	3
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 669

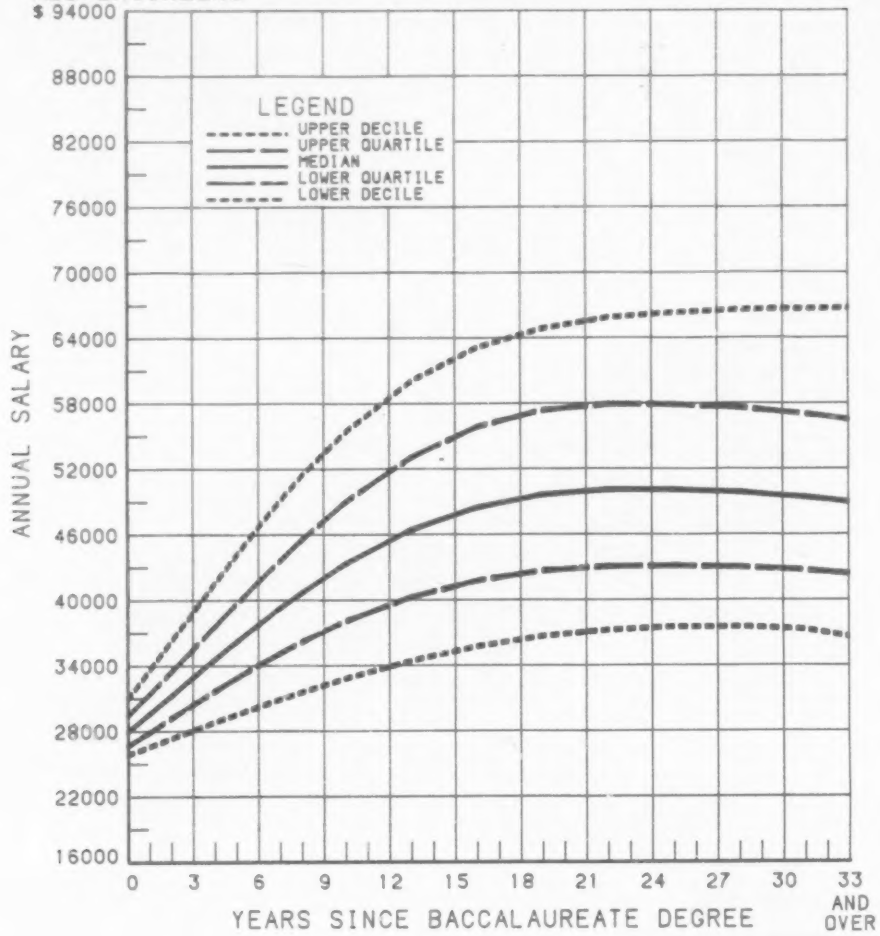
ELECTRICAL EQUIPMENT, NON-SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	29800	31450	33100	34600	36000	37350	38550	39700	40700
UPPER QUARTILE	28600	29950	31300	32600	33800	34900	35950	36900	37750
MEDIAN	26950	28300	29550	30650	31650	32550	33350	34000	34600
LOWER QUARTILE	25750	26800	27800	28650	29450	30150	30750	31300	31750
LOWER DECILE	25200	25850	26450	27000	27500	27950	28400	28750	29100
MEAN	27300	28550	29700	30750	31750	32650	33450	34200	34850
TOTAL NUMBER	86	65	44	80	74	77	57	60	46
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	42400	44250	45500	46300	46800	47100	47250	47350	47400
UPPER QUARTILE	39150	40600	41450	41850	42000	42000	41950	41850	41800
MEDIAN	35550	36450	37000	37300	37450	37550	37600	37650	37650
LOWER QUARTILE	32450	33200	33650	33900	34050	34100	34150	34200	34200
LOWER DECILE	29750	30450	30950	31300	31500	31700	31750	31850	31850
MEAN	35900	37050	37750	38250	38500	38700	38800	38850	38850
TOTAL NUMBER	117	113	73	50	32	52	42	36	57
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 1170

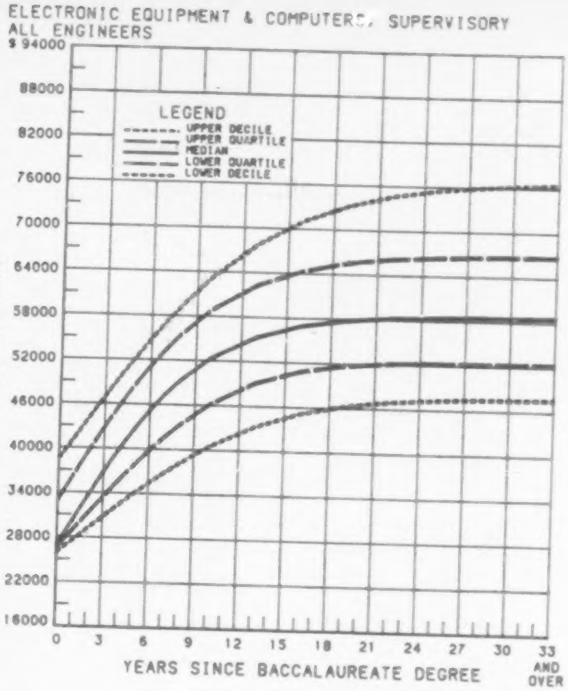
ELECTRONIC EQUIPMENT & COMPUTERS
ALL ENGINEERS

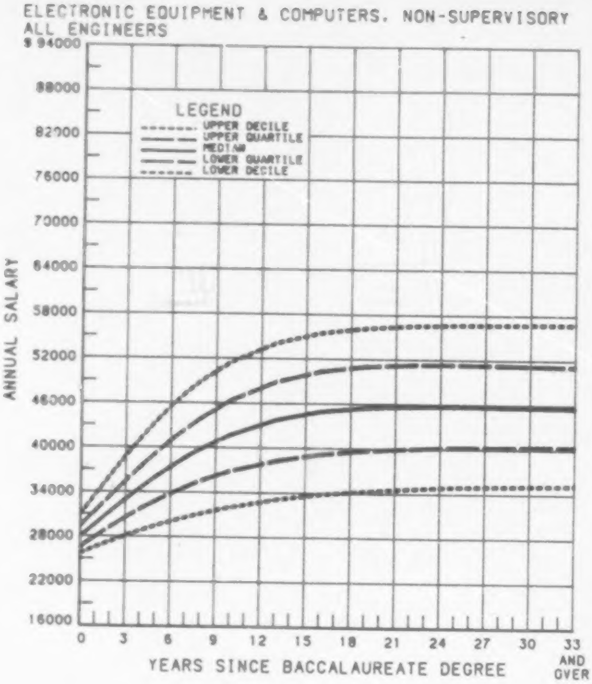


YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30950	33600	36250	38900	41600	44200	46750	49150	51450
UPPER QUARTILE	29400	31400	33450	35500	37600	39650	41700	43650	45550
MEDIAN	27950	29600	31250	32950	34600	36200	37750	39300	40700
LOWER QUARTILE	26650	27900	29200	30450	31700	32900	34050	35150	36200
LOWER DECILE	25850	26600	27350	28100	28850	29550	30250	30950	31600
MEAN	28400	30050	31750	33400	35050	36700	38300	39800	41250
TOTAL NUMBER	792	698	690	692	535	537	417	359	323
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	55450	60100	63150	64900	65900	66350	66600	66700	66750
UPPER QUARTILE	49000	53100	55900	57400	57950	57900	57600	57050	56500
MEDIAN	43350	46450	48500	49650	50100	50100	49850	49400	48950
LOWER QUARTILE	38100	40300	41800	42700	43100	43150	43000	42750	42400
LOWER DECILE	32850	34450	35750	36700	37250	37550	37550	37300	36650
MEAN	43900	47050	49200	50500	51100	51250	51200	51000	50700
TOTAL NUMBER	816	774	708	741	600	740	573	609	837
OVER $93000	0	2	0	3	5	7	3	6	13
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 11450





ELECTRONIC EQUIPMENT & COMPUTERS, SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	38500	41350	44200	47000	49750	52350	54850	57200	59400
UPPER QUARTILE	32900	36300	39600	42800	45850	48650	51200	53500	55550
MEDIAN	26850	30200	33550	36800	39850	42650	45150	47400	49300
LOWER QUARTILE	26550	28850	31150	33400	35650	37750	39750	41650	43300
LOWER DECILE	25900	27500	29150	30750	32350	33900	35400	36800	38100
MEAN	30500	33300	36050	38700	41250	43650	45850	47800	49600
TOTAL NUMBER	8	6	13	12	10	16	33	24	44
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	63300	67850	71100	73250	74700	75550	76050	76350	76500
UPPER QUARTILE	58900	62300	64350	65550	66200	66500	66650	66750	66750
MEDIAN	52350	55300	56950	57800	58250	58450	58550	58550	58600
LOWER QUARTILE	46150	49150	50850	51750	52150	52300	52300	52350	52350
LOWER DECILE	40500	43250	45150	46300	47000	47350	47550	47600	47650
MEAN	52600	55850	57850	59050	59750	60150	60300	60400	60400
TOTAL NUMBER	160	210	237	286	242	302	196	196	264
OVER $93000	0	2	0	3	5	7	3	6	13
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 2267

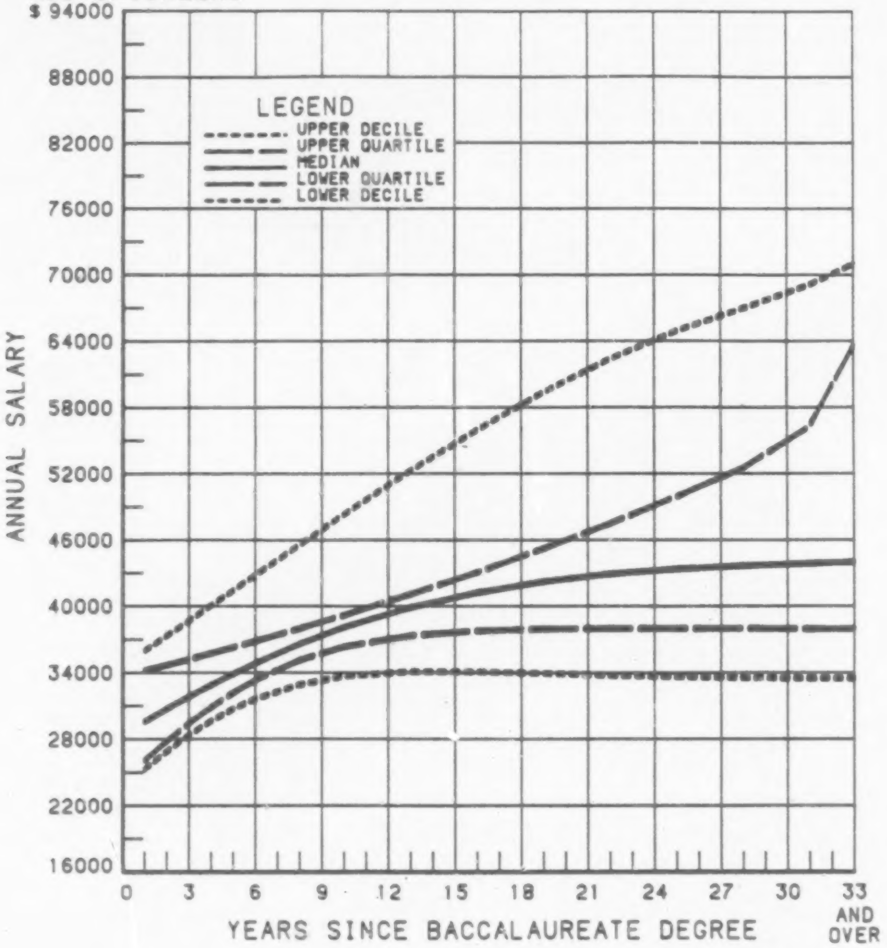
ELECTRONIC EQUIPMENT & COMPUTERS, NON-SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30900	33600	36250	38800	41200	43450	45500	47350	48950
UPPER QUARTILE	29350	31400	33450	35450	37400	39200	40950	42500	43950
MEDIAN	27900	29650	31350	33000	34550	36050	37400	38700	39850
LOWER QUARTILE	26550	27950	29300	30550	31750	32800	33800	34700	35550
LOWER DECILE	25700	26550	27350	28150	28850	29500	30100	30650	31150
MEAN	28250	30050	31750	33400	34950	36400	37700	38900	40000
TOTAL NUMBER	784	692	677	680	524	521	384	334	279
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	51550	54100	55500	56200	56550	56700	56750	56800	56800
UPPER QUARTILE	46400	48900	50350	51050	51300	51350	51300	51200	51150
MEDIAN	41750	43800	44950	45500	45700	45750	45700	45650	45600
LOWER QUARTILE	36900	38300	39200	39750	40050	40250	40300	40400	40400
LOWER DECILE	32050	33100	33850	34350	34700	34950	35050	35150	35200
MEAN	41750	43600	44700	45350	45700	45850	45950	46000	46050
TOTAL NUMBER	655	564	470	454	358	438	376	412	572
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 9183

INSTRUMENTS
ALL ENGINEERS

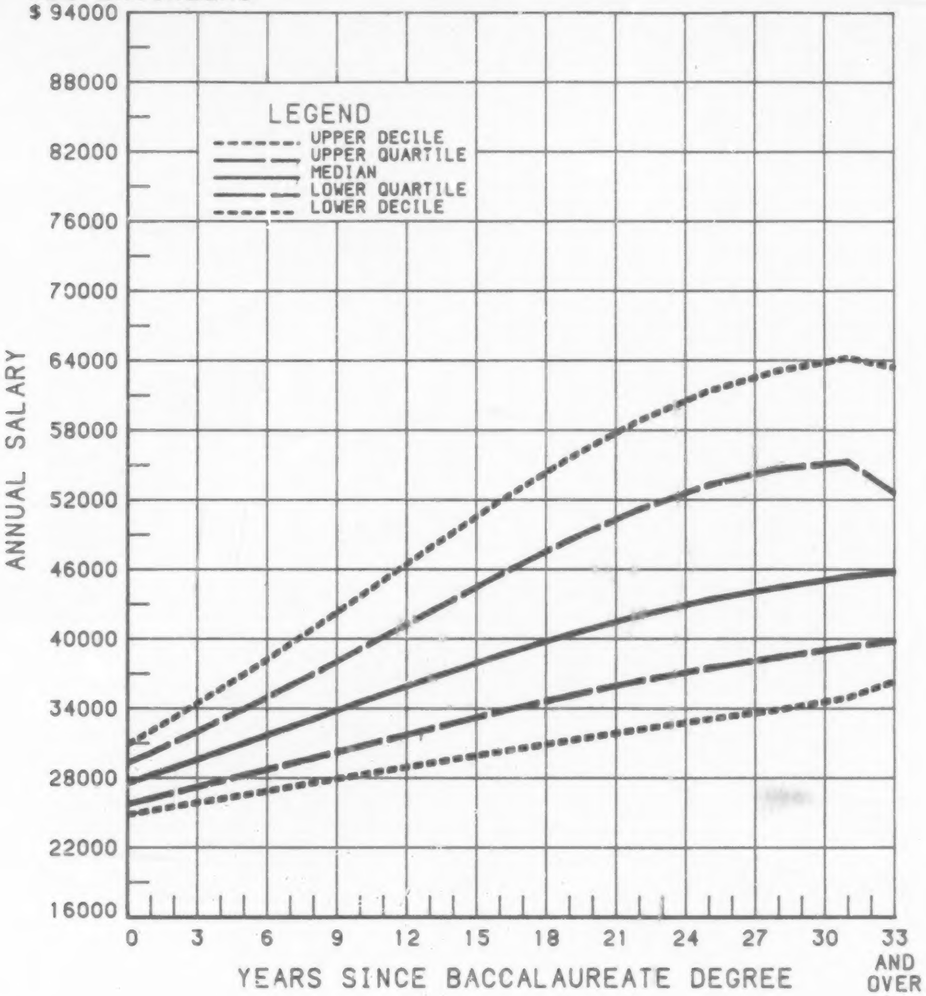


YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	36000	37350	38700	40100	41450	42850	0	45600
UPPER QUARTILE	0	34200	34700	35200	35750	36300	36850	0	38000
MEDIAN	0	29600	30750	31850	32900	33900	34850	0	36600
LOWER QUARTILE	0	26100	27850	29450	30900	32200	33350	0	35150
LOWER DECILE	0	25300	26900	28400	29650	30750	31650	0	32950
MEAN	0	29750	31050	32350	33600	34800	35900	0	38000
TOTAL NUMBER	4	5	12	10	21	10	12	3	5
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	48350	52300	56000	59400	62400	64950	67000	69100	71000
UPPER QUARTILE	39200	41100	43100	45250	47500	49950	52550	56250	63550
MEDIAN	38100	39900	41250	42250	42950	43400	43700	43900	44050
LOWER QUARTILE	36350	37350	37800	37950	38000	38000	38000	37950	37950
LOWER DECILE	33700	34100	34100	33950	33750	33650	33550	33500	33500
MEAN	39800	42050	43750	45000	45850	46450	46800	47100	47250
TOTAL NUMBER	14	15	15	8	15	20	17	7	17
OVER $93000	0	0	0	0	2	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 218

MACHINERY NON-ELECTRICAL
ALL ENGINEERS

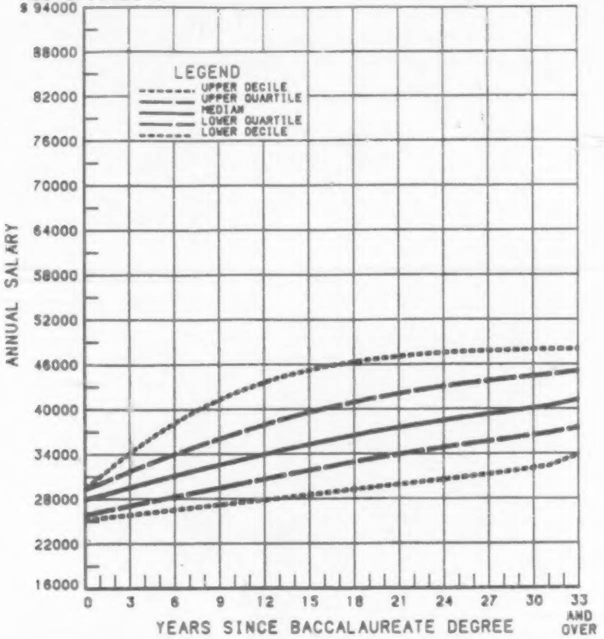


YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30900	32050	33200	34450	35700	36950	38250	39600	40950
UPPER QUARTILE	29300	30150	31100	32000	33000	33950	34950	36000	37000
MEDIAN	27550	28250	28900	29600	30300	31000	31700	32400	33100
LOWER QUARTILE	25750	26250	26750	27250	27750	28250	28750	29250	29750
LOWER DECILE	24850	25200	25550	25900	26200	26550	26900	27250	27600
MEAN	27600	28350	29100	29850	30650	31450	32200	33000	33800
TOTAL NUMBER	18	15	17	21	38	21	22	10	19
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	43700	47850	51900	55600	58850	61400	63150	64250	63400
UPPER QUARTILE	39150	42350	45550	48550	51200	53300	54700	55300	52600
MEDIAN	34550	36600	38600	40400	42050	43400	44450	45400	45750
LOWER QUARTILE	30750	32250	33750	35100	36400	37500	38450	39350	39800
LOWER DECILE	28300	29300	30300	31250	32200	33100	33900	34950	36350
MEAN	35450	37800	40100	42200	44050	45600	46800	47750	47950
TOTAL NUMBER	42	50	29	29	30	25	21	15	41
OVER $93000	0	0	0	0	0	2	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 471

MACHINERY NON-ELECTRICAL, NON-SUPERVISORY
ALL ENGINEERS

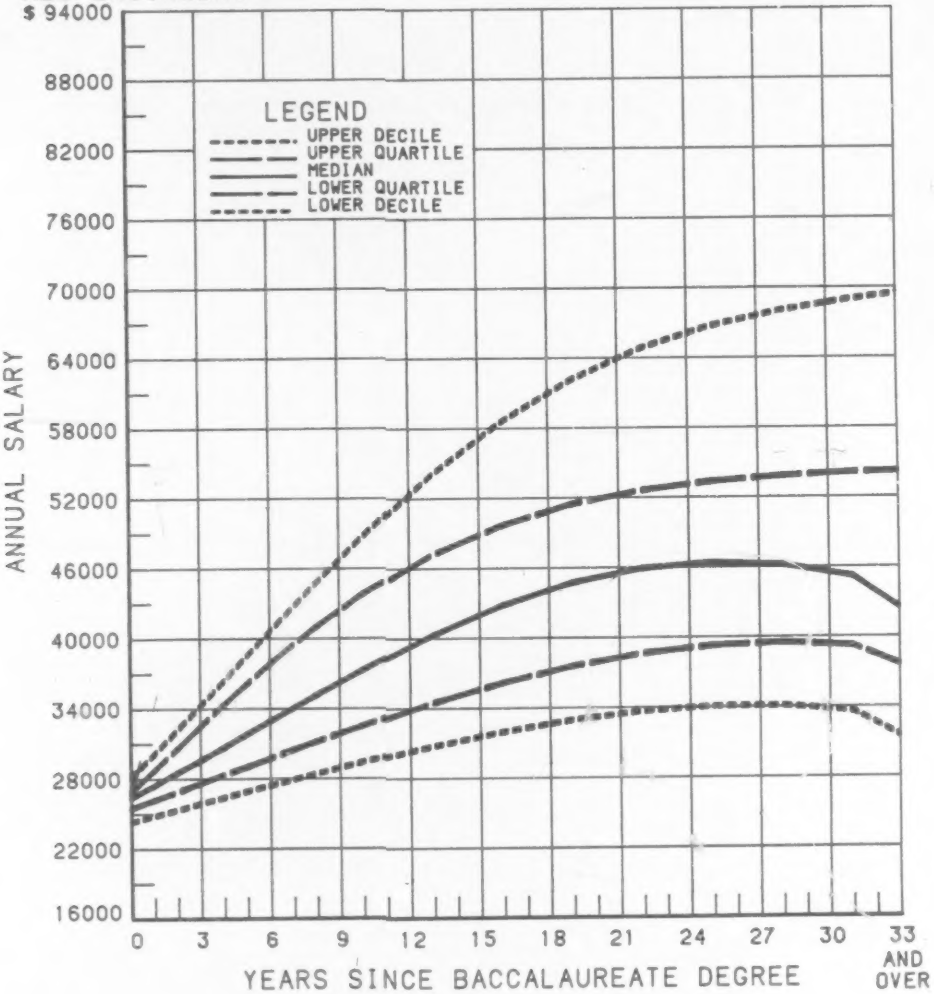


YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	29450	31050	32650	34150	35600	36950	38200	39350	40400
UPPER QUARTILE	29300	30100	30900	31700	32500	33250	34000	34700	35400
MEDIAN	27950	28500	29000	29550	30050	30600	31100	31600	32100
LOWER QUARTILE	25900	26300	26700	27100	27500	27900	28300	28700	29100
LOWER DECILE	25200	25450	25650	25850	26100	26300	26550	26750	27000
MEAN	27550	28250	28950	29650	30300	31000	31600	32250	32850
TOTAL NUMBER	18	15	17	21	37	17	21	9	16
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	42200	44300	45750	46700	47300	47700	47900	48050	48100
UPPER QUARTILE	36700	38550	40100	41400	42500	43350	44050	44650	45150
MEDIAN	33050	34450	35700	36900	37900	38800	39600	40400	41300
LOWER QUARTILE	29900	31100	32200	33300	34300	35200	35950	36800	37550
LOWER DECILE	27450	28100	28800	29500	30150	30850	31550	32400	33900
MEAN	33950	35450	36750	37800	38650	39350	39850	40300	40700
TOTAL NUMBER	29	34	19	15	18	8	9	6	17
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 335

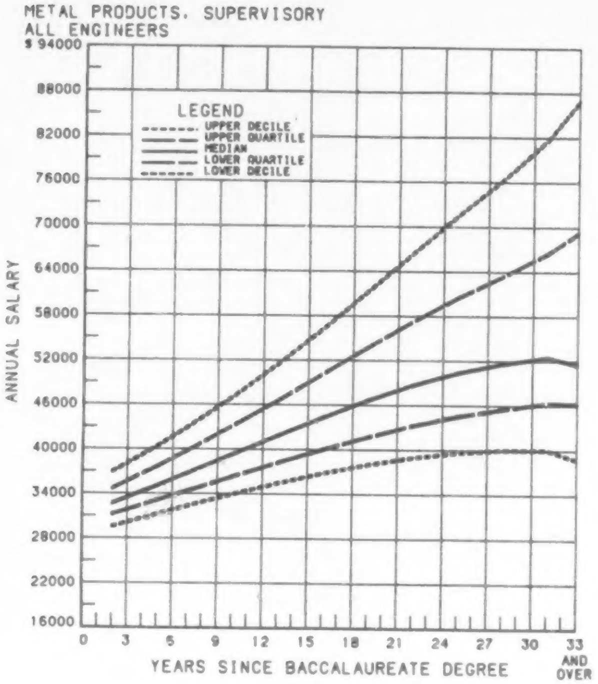
METAL PRODUCTS
ALL ENGINEERS

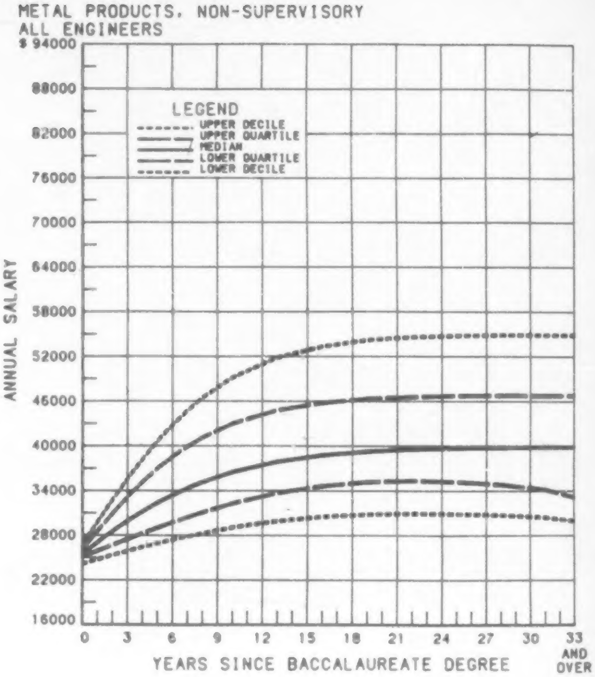


YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	28150	30150	32200	34250	36350	38500	40600	42700	44750
UPPER QUARTILE	26850	28750	30600	32500	34350	36100	37850	39450	41000
MEDIAN	26400	27450	28550	29600	30700	31850	32950	34050	35150
LOWER QUARTILE	25500	26200	26900	27650	28350	29050	29750	30500	31200
LOWER DECILE	24300	24850	25350	25900	26400	26950	27450	27950	28450
MEAN	26200	27550	28900	30250	31600	32850	34100	35350	36500
TOTAL NUMBER	111	82	64	54	65	84	63	71	60
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	48700	54100	58600	62150	64850	66750	68050	69000	69500
UPPER QUARTILE	43800	47200	49700	51500	52650	53400	53850	54150	54250
MEDIAN	37300	40300	42850	44750	45950	46400	46200	45200	42550
LOWER QUARTILE	32550	34500	36200	37600	38650	39300	39550	39250	37650
LOWER DECILE	29450	30800	32000	33000	33700	34100	34150	33650	31550
MEAN	38650	41400	43650	45350	46650	47500	48100	48550	48800
TOTAL NUMBER	179	204	139	199	138	169	68	97	159
OVER $93000	0	0	0	0	0	0	0	4	4
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 2015





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                     METAL PRODUCTS, SUPERVISORY

YEARS SINCE B.S.       0      1      2      3      4      5      6      7      8

   UPPER DECILE        0      0  36900      0  39200  40400      0  42950      0
 UPPER QUARTILE        0      0  34650      0  36650  37650      0  39800      0
         MEDIAN        0      0  32650      0  34250  35050      0  36750      0
 LOWER QUARTILE        0      0  31200      0  32450  33100      0  34350      0
   LOWER DECILE        0      0  29550      0  30700  31250      0  32350      0

           MEAN        0      0  33000      0  34700  35550      0  37350      0

   TOTAL NUMBER        4      0      6      4      9      7      4      6      2
   OVER  $93000        0      0      0      0      0      0      0      0      0
   UNDER $18000        0      0      0      0      0      0      0      0      0

YEARS SINCE B.S.    9-11  12-14  15-17  18-20  21-23  24-26  27-29  30-32    33+

   UPPER DECILE    47050  51550  56300  61350  66500  71600  76400  81850  86850
 UPPER QUARTILE    43150  46600  50200  53800  57300  60550  63450  66550  69250
         MEDIAN    39300  41850  44300  46650  48700  50400  51650  52500  51500
 LOWER QUARTILE    36300  38200  40000  41700  43250  44550  45550  46350  46200
   LOWER DECILE    33950  35450  36800  38000  38950  39650  40050  40050  38750

           MEAN    40150  43000  45850  48650  51250  53600  55500  57200  57500

   TOTAL NUMBER       48     67     45     83     68     86     27     59     77
   OVER  $93000        0      0      0      0      0      0      0      4      4
   UNDER $18000        0      0      0      0      0      0      0      0      0

ENGINEERS COVERED  -    610
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                     METAL PRODUCTS, NON-SUPERVISORY

YEARS SINCE B.S.       0      1      2      3      4      5      6      7      8

   UPPER DECILE    26800  29800  32750  35550  38200  40650  42800  44750  46450
 UPPER QUARTILE    26000  28550  30900  33150  35150  37000  38550  39950  41150
         MEDIAN    25450  27050  28550  29950  31200  32400  33400  34350  35150
 LOWER QUARTILE    25100  25900  26700  27500  28300  29050  29750  30450  31100
   LOWER DECILE    24150  24750  25350  25900  26450  26950  27450  27900  28300

           MEAN    25300  27200  29000  30650  32150  33500  34750  35800  36750

   TOTAL NUMBER      107     82     58     50     56     77     58     64     57
   OVER  $93000        0      0      0      0      0      0      0      0      0
   UNDER $18000        0      0      0      0      0      0      0      0      0

YEARS SINCE B.S.    9-11  12-14  15-17  18-20  21-23  24-26  27-29  30-32    33+

   UPPER DECILE    49150  51850  53350  54200  54600  54800  54900  54900  54900
 UPPER QUARTILE    43000  44800  45800  46350  46600  46750  46800  46800  46800
         MEDIAN    36500  37900  38800  39300  39600  39750  39850  39900  39900
 LOWER QUARTILE    32300  33700  34650  35200  35350  35200  34850  34200  33150
   LOWER DECILE    29100  29950  30550  30850  30950  30900  30750  30450  29950

           MEAN    38250  39750  40650  41200  41450  41600  41700  41700  41700

   TOTAL NUMBER      131    136     94    115     70     82     41     39     82
   OVER  $93000        0      0      0      0      0      0      0      0      0
   UNDER $18000        0      0      0      0      0      0      0      0      0

ENGINEERS COVERED  -   1405
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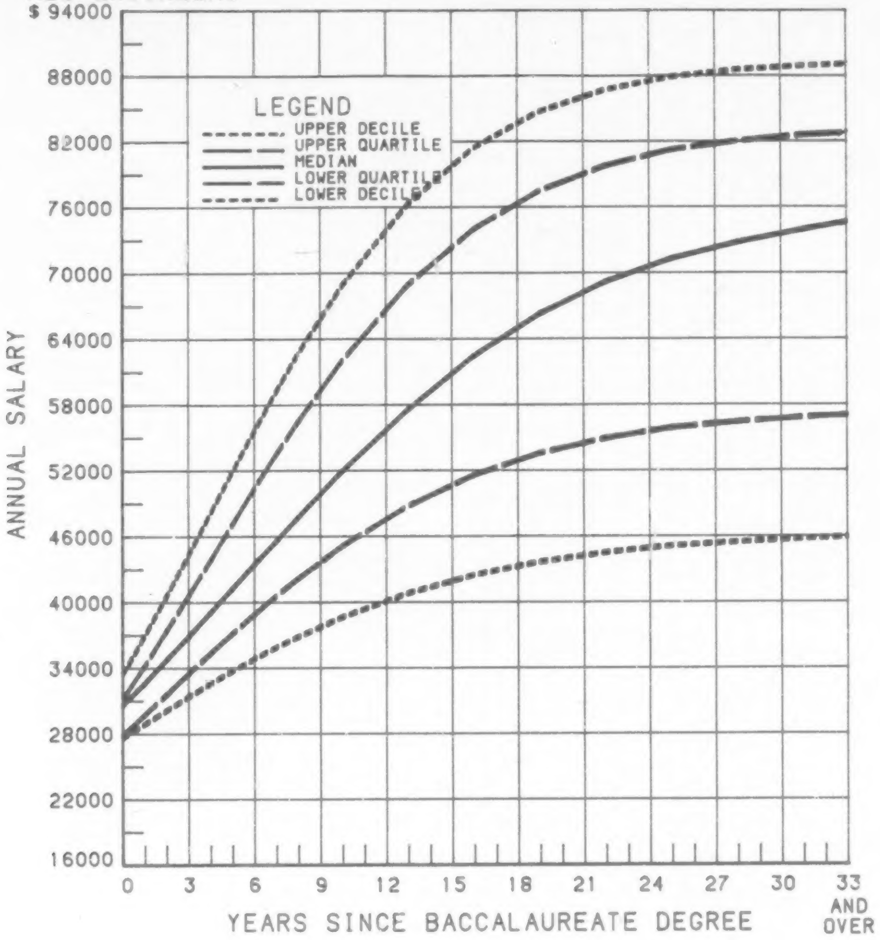
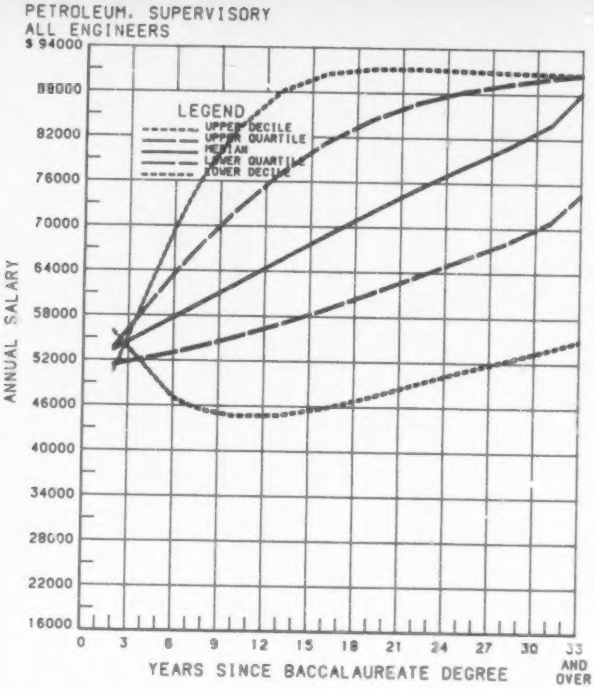
PETROLEUM
ALL ENGINEERS

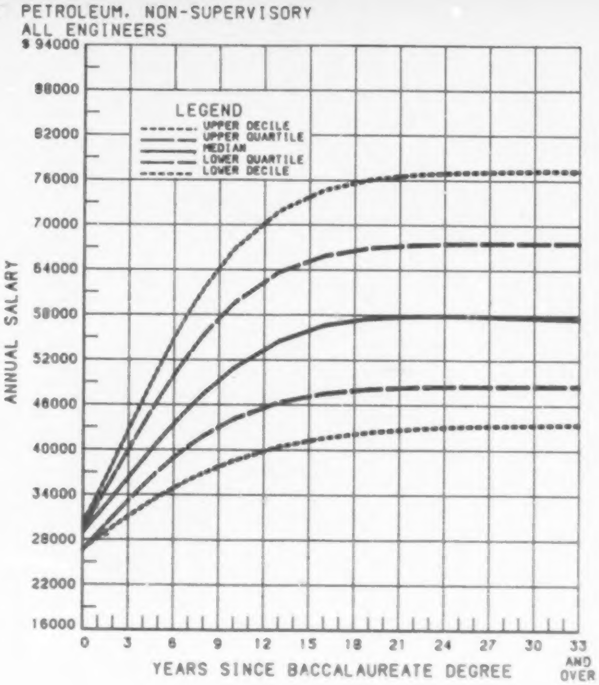


YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	33450	36950	40600	44350	48150	51900	55650	59250	62700
UPPER QUARTILE	31200	34200	37400	40600	43850	47150	50350	53500	56500
MEDIAN	30600	32600	34750	36850	39050	41250	43450	45600	47750
LOWER QUARTILE	27850	29750	31600	33500	35350	37150	38900	40600	42200
LOWER DECILE	27600	28900	30150	31400	32600	33750	34850	35900	36850
MEAN	30050	32450	34900	37400	39850	42350	44750	47150	49400
TOTAL NUMBER	5	20	65	124	116	101	109	76	122
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	68900	76300	81450	84750	86750	87900	88550	88950	89100
UPPER QUARTILE	62050	68950	74000	77500	79800	81250	82050	82600	82800
MEDIAN	51950	57600	62450	66300	69200	71300	72800	73950	74650
LOWER QUARTILE	45150	48800	51600	53600	54950	55900	56450	56850	57050
LOWER DECILE	38650	40850	42500	43700	44550	45150	45500	45800	45950
MEAN	53650	59050	63200	66200	68300	69650	70500	71050	71350
TOTAL NUMBER	238	243	184	61	52	49	42	54	196
OVER $93000	5	0	11	5	1	1	12	12	75
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 1867





PETROLEUM, SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	50450	0	0	0	69400	73450	77050
UPPER QUARTILE	0	0	53700	0	0	0	63500	65800	67950
MEDIAN	0	0	53400	0	0	0	57750	58950	59950
LOWER QUARTILE	0	0	51400	0	0	0	53050	53550	54050
LOWER DECILE	0	0	55900	0	0	0	47050	45100	44400
MEAN	0	0	52800	0	0	0	57850	59100	60300
TOTAL NUMBER	0	0	11	0	0	0	5	11	22
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	82850	88150	90500	91200	91250	91050	90850	90700	90600
UPPER QUARTILE	72000	77200	81300	84400	86650	88250	89300	90150	90600
MEDIAN	62150	65500	68800	72000	75100	78000	80750	83950	86750
LOWER QUARTILE	55150	56950	58950	61150	63400	65700	68000	70900	74600
LOWER DECILE	44700	44800	45800	47300	49050	50750	52300	53850	55000
MEAN	62700	66050	69150	71950	74350	76450	78150	79900	81550
TOTAL NUMBER	39	67	68	23	18	12	24	29	145
OVER $93000	5	0	11	5	0	0	11	12	68
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 482

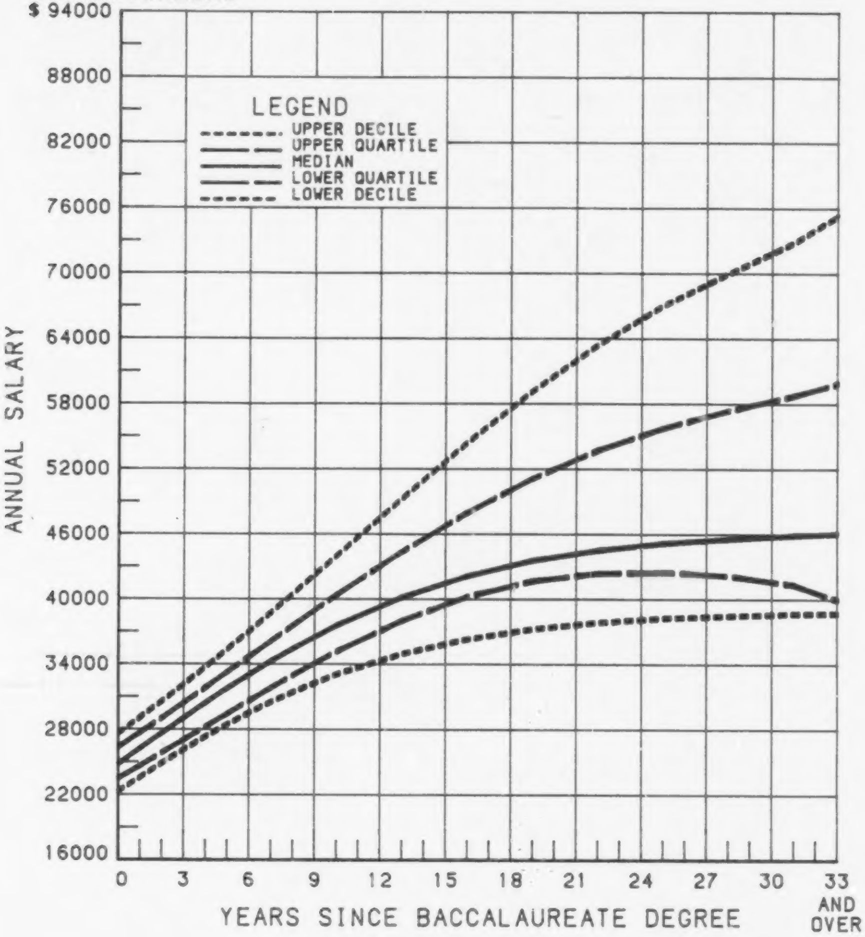
PETROLEUM, NON-SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30100	34150	38350	42600	46850	50950	54850	58400	61550
UPPER QUARTILE	29500	32900	36450	40000	43450	46800	49950	52800	55400
MEDIAN	28900	31350	33800	36300	38750	41150	43400	45550	47550
LOWER QUARTILE	26600	28850	31100	33250	35300	37200	38950	40500	41900
LOWER DECILE	26700	28250	29700	31150	32500	33750	34900	36000	36950
MEAN	28450	31200	33950	36700	39400	42000	44400	46650	48650
TOTAL NUMBER	5	20	53	124	116	101	103	69	100
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	66800	71900	74700	76100	76750	77050	77200	77300	77300
UPPER QUARTILE	59600	63750	65900	66950	67350	67550	67600	57600	67650
MEDIAN	50950	54550	56650	57600	57900	57900	57750	57600	57500
LOWER QUARTILE	44150	46350	47550	48150	48400	48500	48550	48550	48550
LOWER DECILE	38600	40450	41650	42400	42850	43150	43300	43400	43450
MEAN	52050	55550	57600	58700	59250	59500	50650	59700	59750
TOTAL NUMBER	199	176	116	37	38	37	19	24	47
OVER $93000	0	0	0	0	0	0	0	0	7
UNDER $18000	0	0	0	0	0	0	0	0	3

ENGINEERS COVERED - 1384

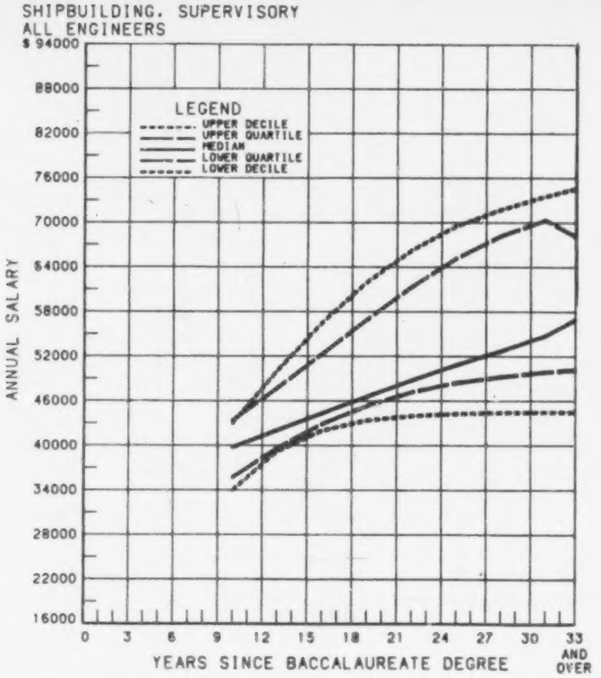
SHIPBUILDING
ALL ENGINEERS

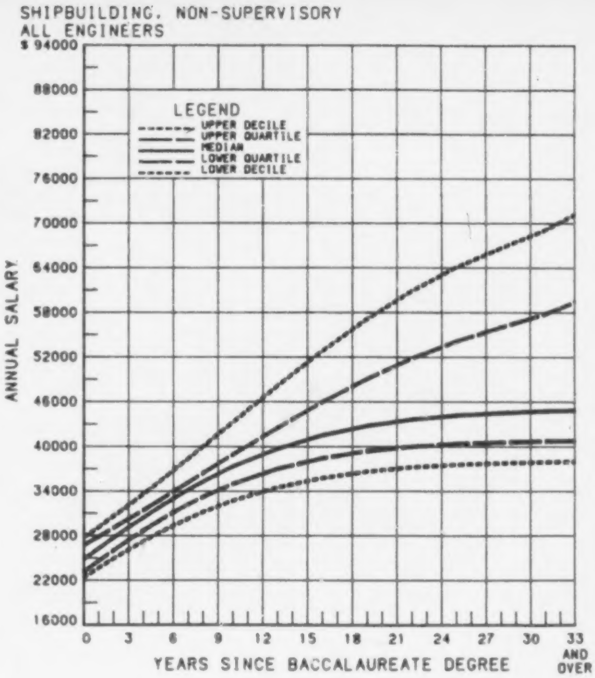


YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	27600	29100	30600	32150	33750	35400	37050	38800	40500
UPPER QUARTILE	26350	27700	29050	30450	31850	33300	34700	36150	37600
MEDIAN	24800	26250	27650	29050	30450	31800	33050	34300	35450
LOWER QUARTILE	23500	24650	25850	27050	28250	29450	30650	31850	33000
LOWER DECILE	22300	23600	24900	26150	27350	28450	29550	30550	31450
MEAN	24850	26250	27600	29000	30400	31800	33150	34450	35750
TOTAL NUMBER	69	87	22	40	36	49	42	22	68
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	44000	49300	54450	59200	63450	67050	70000	72850	75300
UPPER QUARTILE	40400	44400	48000	51150	53750	55800	57400	58800	59900
MEDIAN	37600	40200	42150	43600	44550	45200	45600	45950	45100
LOWER QUARTILE	35200	38050	40250	41700	42400	42500	42150	41350	39950
LOWER DECILE	33100	35000	36350	37300	37900	38300	38500	38700	38750
MEAN	38200	41500	44200	46350	48000	49200	50050	50750	51150
TOTAL NUMBER	227	178	130	97	159	115	93	77	122
OVER $93000	0	0	0	0	0	0	15	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 1639


SHIPBUILDING. SUPERVISORY
ALL ENGINEERS


SHIPBUILDING. NON-SUPERVISORY
ALL ENGINEERS

SHIPBUILDING, SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	1	1	1	0	1	1	1	1
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	43000	50100	56550	62000	66300	69550	71750	73550	74400
UPPER QUARTILE	43350	47750	52350	56950	61350	65200	68200	70350	59150
MEDIAN	39750	42050	44350	46600	48800	50850	52750	54800	56950
LOWER QUARTILE	35700	39650	42900	45350	47200	48450	49250	49900	50200
LOWER DECILE	34000	39200	42000	43400	44000	44300	44450	44500	44500
MEAN	40150	43750	47400	51000	54400	57300	59600	61250	59850
TOTAL NUMBER	54	37	41	24	38	9	39	6	10
OVER $93000	0	0	0	0	0	0	15	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 273

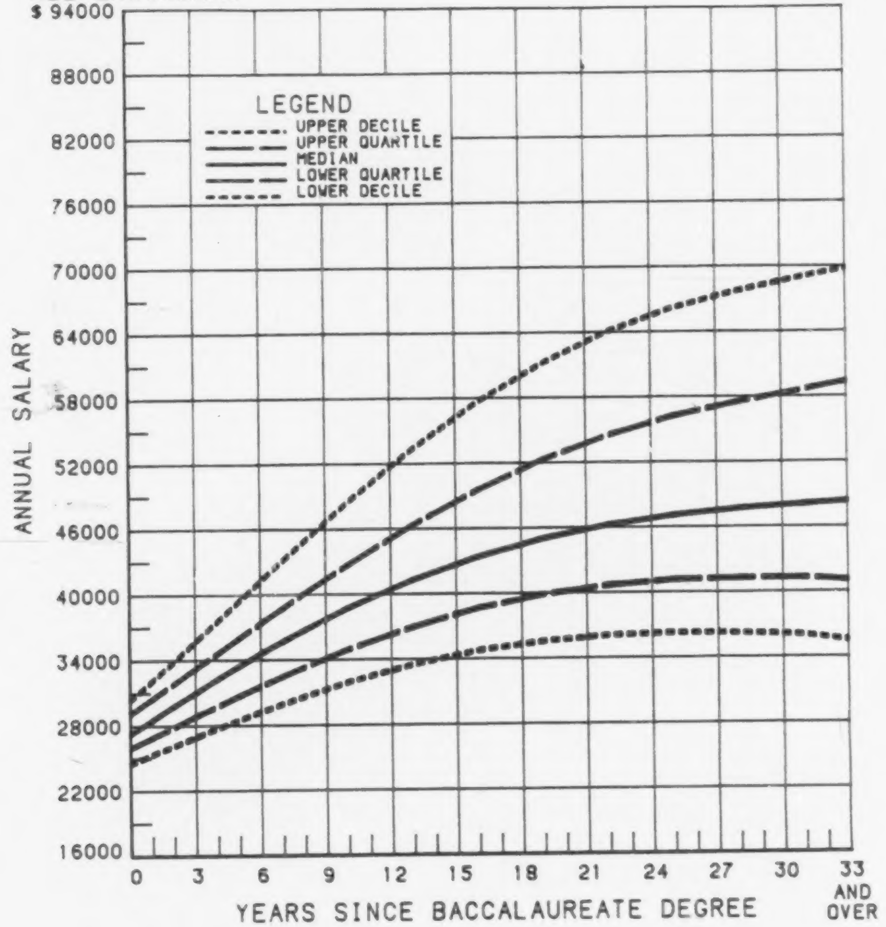
SHIPBUILDING, NON-SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	27750	29150	30650	32100	33650	35200	36800	38400	40050
UPPER QUARTILE	26700	27850	29050	30250	31450	32700	33950	35200	36450
MEDIAN	24800	26250	27700	29100	30450	31750	33000	34200	35300
LOWER QUARTILE	23100	24600	26000	27400	28700	29950	31150	32250	33250
LOWER DECILE	22350	23650	24900	26100	27250	28350	29350	30300	31200
MEAN	24950	26300	27650	29000	30300	31650	32950	34200	35400
TOTAL NUMBER	68	86	21	38	36	47	41	21	66
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	43300	48200	52850	57150	60900	64100	66650	59100	71200
UPPER QUARTILE	38950	42550	46000	49100	51850	54150	56000	57800	59400
MEDIAN	37350	39750	41550	42800	43650	44200	44550	44800	44900
LOWER QUARTILE	35000	37050	38450	39400	40000	40400	40600	40750	40800
LOWER DECILE	32750	34550	35800	36650	37250	37600	37800	37950	38000
MEAN	37700	40700	43150	45050	46500	47550	48250	48800	49100
TOTAL NUMBER	173	140	88	73	120	105	54	70	111
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 1366

MISCELLANEOUS MANUFACTURING
ALL ENGINEERS

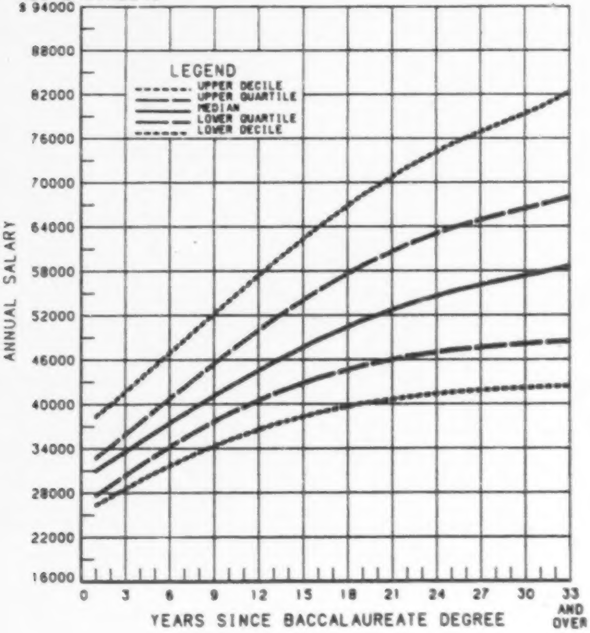


YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30350	32100	33900	35700	37550	39400	41250	43100	44900
UPPER QUARTILE	29100	30450	31850	33250	34600	36000	37400	38750	40100
MEDIAN	27250	28500	29800	31000	32250	33450	34600	35700	36750
LOWER QUARTILE	25950	26900	27850	28850	29750	30700	31600	32500	33350
LOWER DECILE	24500	25350	26150	26950	27750	28500	29250	29950	30650
MEAN	27300	28600	29950	31250	32550	33800	35050	36250	37400
TOTAL NUMBER	105	107	89	100	104	125	93	93	122
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

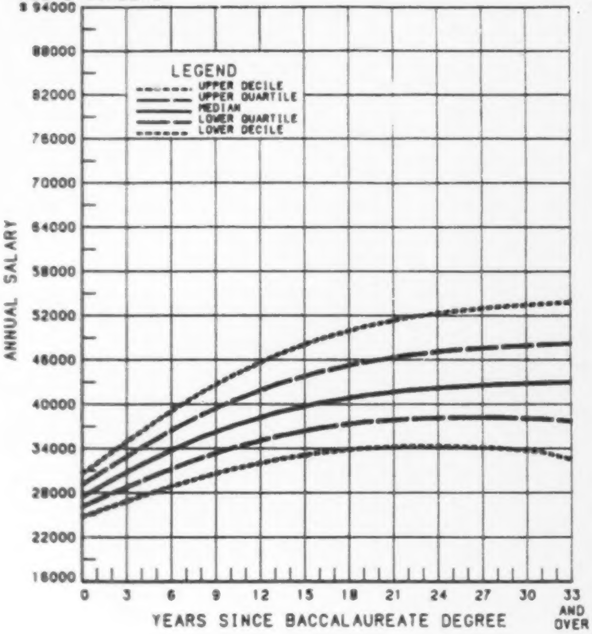
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	48450	53350	57650	61200	64050	66200	67750	69050	69850
UPPER QUARTILE	42700	46350	49550	52300	54500	56250	57550	58650	59400
MEDIAN	38750	41300	43400	45050	46250	47100	47700	48100	48350
LOWER QUARTILE	34950	37000	38700	39900	40700	41150	41300	41300	41050
LOWER DECILE	31950	33550	34800	35600	36100	36300	36250	36050	35550
MEAN	39650	42600	45050	47050	48550	49650	50450	51100	51450
TOTAL NUMBER	286	308	238	199	203	223	171	172	373
OVER $93000	0	0	0	0	2	0	2	5	10
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 3119

MISCELLANEOUS MANUFACTURING. SUPERVISORY
ALL ENGINEERS



MISCELLANEOUS MANUFACTURING. NON-SUPERVISORY
ALL ENGINEERS



OTHER MANUFACTURING, SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	38300	39950	41650	43400	45150	46900	48650	50450
UPPER QUARTILE	0	32700	34250	35850	37450	39100	40700	42300	43900
MEDIAN	0	31000	32300	33550	34850	35100	37400	38650	39900
LOWER QUARTILE	0	27650	29000	30350	31700	32950	34200	35400	36550
LOWER DECILE	0	26300	27450	28550	29650	30700	31650	32600	33500
MEAN	0	31150	32600	34000	35400	36850	38250	39650	41000
TOTAL NUMBER	2	12	7	12	10	20	35	20	26
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	53950	59100	63900	68250	72000	75200	77750	80250	82350
UPPER QUARTILE	47000	51450	55350	58750	61550	63800	65450	66950	68000
MEDIAN	42300	45650	48700	51300	53450	55200	56550	57750	58650
LOWER QUARTILE	38700	41400	43550	45200	46450	47300	47850	48300	48500
LOWER DECILE	35150	37250	38850	40100	40950	41600	42000	42300	42450
MEAN	43600	47200	50350	53000	55150	56800	58000	59100	59800
TOTAL NUMBER	79	142	115	91	101	110	89	85	168
OVER $93000	0	0	0	0	2	0	2	5	10
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 1134

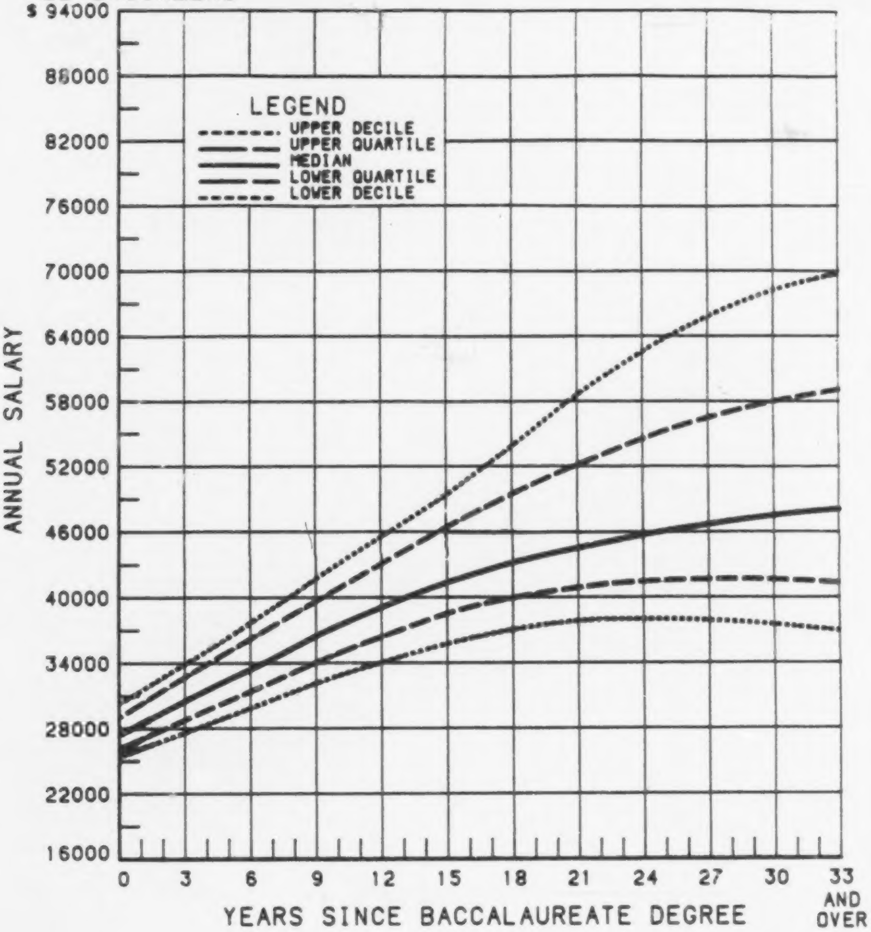
OTHER MANUFACTURING, NON-SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30550	32000	33500	34950	36350	37750	39050	40350	41550
UPPER QUARTILE	29050	30350	31650	32900	34150	35300	36450	37500	38500
MEDIAN	27400	28550	29700	30800	31850	32800	33750	34650	35500
LOWER QUARTILE	26100	27000	27900	28750	29600	30450	31200	32000	32700
LOWER DECILE	24700	25450	26150	26850	27550	28200	28850	29450	30050
MEAN	27300	28550	29750	30900	32000	33000	34000	34950	35800
TOTAL NUMBER	103	94	81	87	94	105	57	73	96
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	43750	46600	48850	50500	51750	52600	53200	53600	53850
UPPER QUARTILE	40350	42650	44400	45700	46650	47350	47750	48100	48250
MEDIAN	36950	38800	40200	41200	41900	42350	42700	42900	43000
LOWER QUARTILE	34000	35600	36800	37600	38000	38200	38200	38000	37700
LOWER DECILE	31150	32450	33450	34050	34300	34250	34050	33500	32500
MEAN	37350	39250	40700	41750	42450	42950	43250	43450	43550
TOTAL NUMBER	207	165	122	107	101	112	82	86	204
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 1985

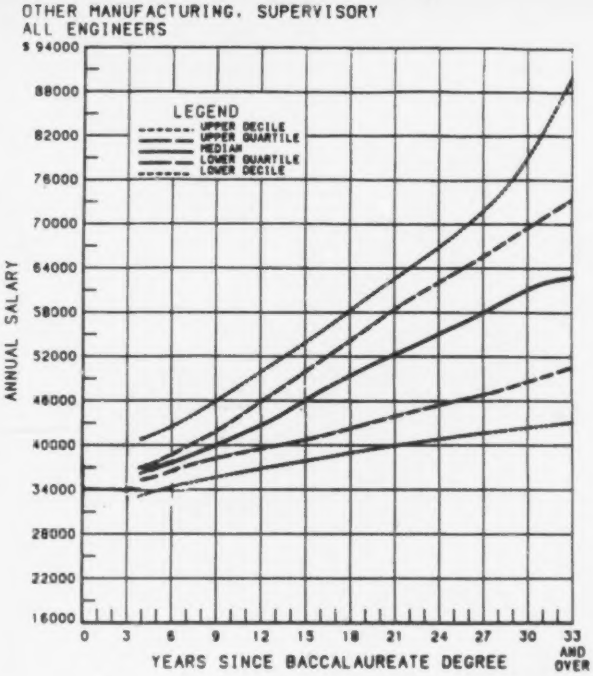
OTHER MANUFACTURING
ALL ENGINEERS

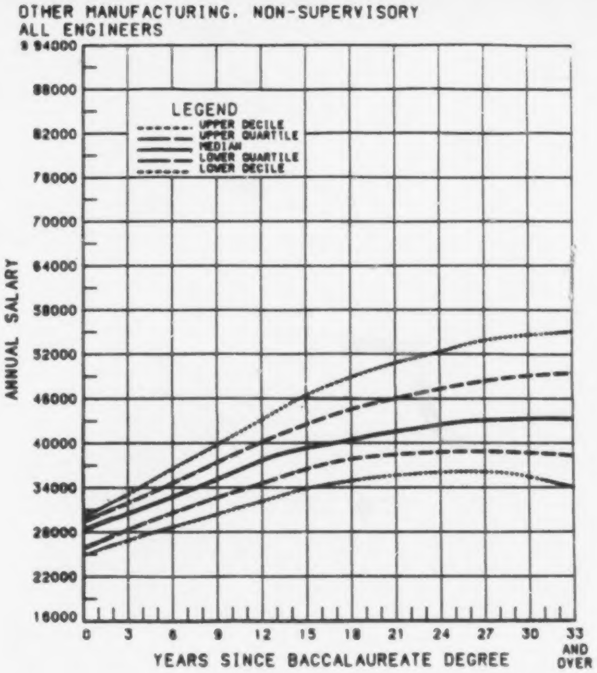


YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30300	31500	32700	33900	35200	36500	37800	39150	40550
UPPER QUARTILE	29150	30200	31300	32400	33500	34650	35800	36950	38100
MEDIAN	27900	28850	29800	30750	31700	32650	33550	34500	35400
LOWER QUARTILE	26150	27000	27850	28700	29550	30400	31200	32050	32850
LOWER DECILE	25100	25800	26550	27300	28050	28800	29500	30250	30950
MEAN	27700	28700	29700	30700	31700	32700	33700	34700	35700
TOTAL NUMBER	95	104	48	106	75	77	74	94	77
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	43350	47700	52050	56200	60050	63500	66350	69200	71750
UPPER QUARTILE	40450	43850	47150	50100	52750	54900	56650	58250	59550
MEDIAN	37150	39550	41700	43450	44900	46000	46800	47500	48050
LOWER QUARTILE	34350	36400	38100	39450	40350	40900	41100	41000	40400
LOWER DECILE	32300	34150	35650	36800	37450	37600	37300	36350	33800
MEAN	37700	40500	43050	45250	47100	48600	49700	50700	51550
TOTAL NUMBER	169	262	192	160	163	184	117	175	263
OVER $93000	0	0	0	0	0	0	0	0	12
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 2441





OTHER MANUFACTURING, SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	40600	0	42650	43700	44800
UPPER QUARTILE	0	0	0	0	36600	0	38700	39800	40950
MEDIAN	0	0	0	0	34950	0	36800	37750	38750
LOWER QUARTILE	0	0	0	0	35250	0	36200	36700	37200
LOWER DECILE	0	0	0	0	33700	0	34450	34800	35200
MEAN	0	0	0	0	36250	0	37900	38700	39550
TOTAL NUMBER	0	0	0	0	6	0	19	12	13
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	47050	50700	54700	59050	63750	68800	74200	81800	95800
UPPER QUARTILE	43300	47000	50900	54900	58950	62850	66500	70500	74150
MEDIAN	40750	43900	47100	50350	53450	56300	58800	61300	62700
LOWER QUARTILE	38200	39750	41300	42850	44450	46050	47600	49650	52950
LOWER DECILE	35950	37050	38150	39200	40200	41150	42000	43050	44600
MEAN	41300	44000	46800	49600	52450	55250	57850	61050	65000
TOTAL NUMBER	36	125	82	64	79	63	50	61	98
OVER $93000	0	0	0	0	0	0	0	0	12
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 714

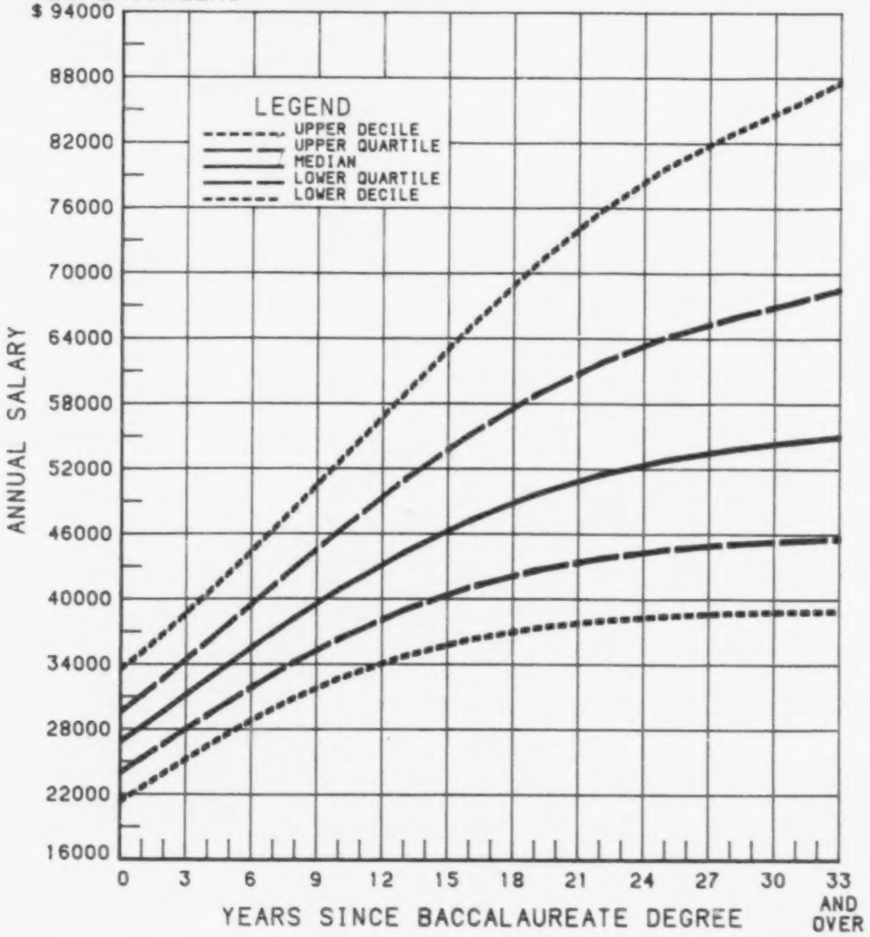
OTHER MANUFACTURING, NON-SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30400	31450	32500	33550	34650	35700	36800	37850	38950
UPPER QUARTILE	29350	30250	31200	32150	33100	34000	34950	35850	36750
MEDIAN	28150	28950	29750	30550	31350	32100	32900	33650	34400
LOWER QUARTILE	26200	27000	27800	28600	29400	30200	30950	31700	32400
LOWER DECILE	25250	25900	26550	27200	27850	28500	29150	29750	30400
MEAN	27850	28700	29600	30450	31300	32200	33050	33850	34700
TOTAL NUMBER	95	104	48	106	68	77	55	82	63
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	41050	44050	46750	49150	51150	52750	53950	54950	55750
UPPER QUARTILE	38500	40950	43150	45000	46500	47700	48600	49400	50050
MEDIAN	35850	37900	39650	41100	42250	43050	43550	43800	43550
LOWER QUARTILE	33800	35600	37050	38100	38700	38950	38900	38450	37300
LOWER DECILE	31550	33150	34450	35400	35950	36050	35700	34700	31850
MEAN	36300	38450	40300	41800	42950	43700	44150	44350	44100
TOTAL NUMBER	132	136	109	95	84	120	66	113	164
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 1727

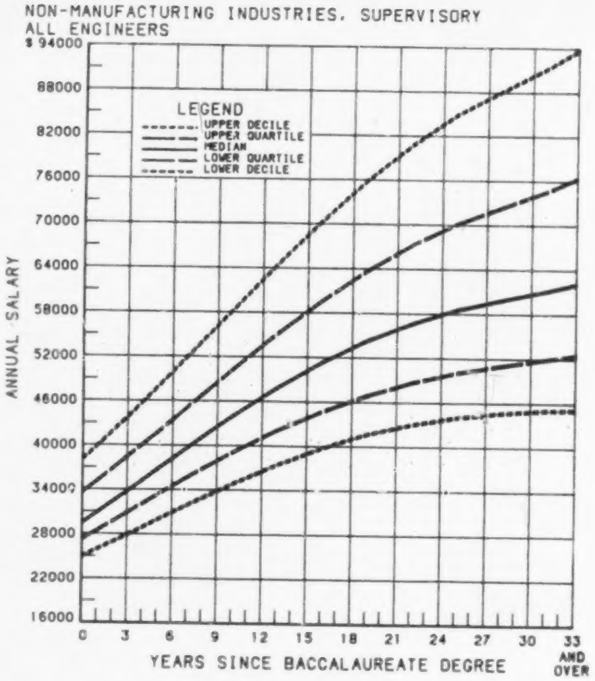
NON-MANUFACTURING INDUSTRIES
ALL ENGINEERS

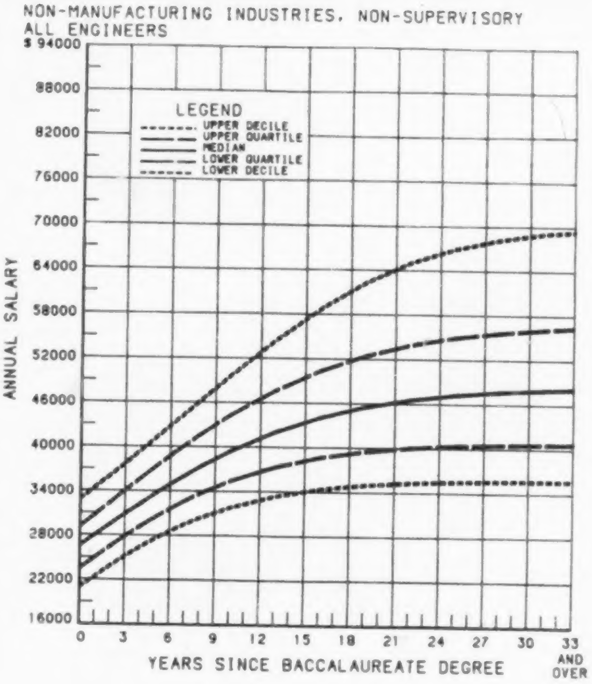


YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	33500	35150	36900	38700	40550	42450	44400	46400	48400
UPPER QUARTILE	29550	31150	32750	34450	36100	37800	39500	41200	42900
MEDIAN	26850	28250	29700	31200	32650	34050	35500	36900	38250
LOWER QUARTILE	23950	25350	26700	28050	29350	30600	31850	33050	34200
LOWER DECILE	21300	22650	23950	25250	26500	27700	28850	29900	30900
MEAN	27200	28650	30150	31650	33150	34650	36150	37600	39050
TOTAL NUMBER	527	606	744	825	869	944	905	898	749
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	15	6	9	2	10	0	2	2	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	52600	58900	65050	70750	75700	79750	82850	85600	87650
UPPER QUARTILE	46200	50950	55150	58800	61800	64150	65900	67450	68550
MEDIAN	40850	44300	47250	49650	51500	52850	53800	54550	55000
LOWER QUARTILE	36300	39000	41100	42650	43800	44600	45100	45450	45600
LOWER DECILE	32650	34750	36300	37350	38050	38500	38750	38900	38950
MEAN	41900	45750	49100	51900	54100	55800	57000	58000	58650
TOTAL NUMBER	2660	2739	2058	1913	1565	1417	1215	1117	2361
OVER $93000	0	3	1	49	40	30	68	81	201
UNDER $18000	2	2	2	0	1	0	0	0	0

ENGINEERS COVERED - 24119





NON-MANUFACTURING INDUSTRIES, SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	38100	39950	41850	43800	45800	47850	49900	52000	54100
UPPER QUARTILE	33650	35200	35800	38450	40100	41750	43450	45150	46850
MEDIAN	29450	30900	32350	33800	35250	36750	38200	39700	41150
LOWER QUARTILE	27250	28450	29650	30900	32100	33300	34500	35700	36950
LOWER DECILE	24950	25950	26900	27900	28900	29950	30950	31950	32900
MEAN	30650	32150	33650	35150	36650	38150	39700	41200	42700
TOTAL NUMBER	39	53	72	68	123	193	204	223	194
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	5	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	58300	64550	70500	76000	80850	84950	88250	91350	93750
UPPER QUARTILE	50250	55150	59700	63750	67250	70150	72400	74600	75400
MEDIAN	43950	47850	51350	54300	56650	58550	59900	61150	62100
LOWER QUARTILE	39050	42100	44700	46900	48700	50050	51050	51950	52500
LOWER DECILE	34800	37450	39750	41650	43050	44050	44700	45100	45150
MEAN	45650	49750	53450	56650	59250	61350	62950	64350	65450
TOTAL NUMBER	782	1152	964	932	842	710	668	681	1256
OVER $93000	0	3	1	49	40	30	67	80	152
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 9166

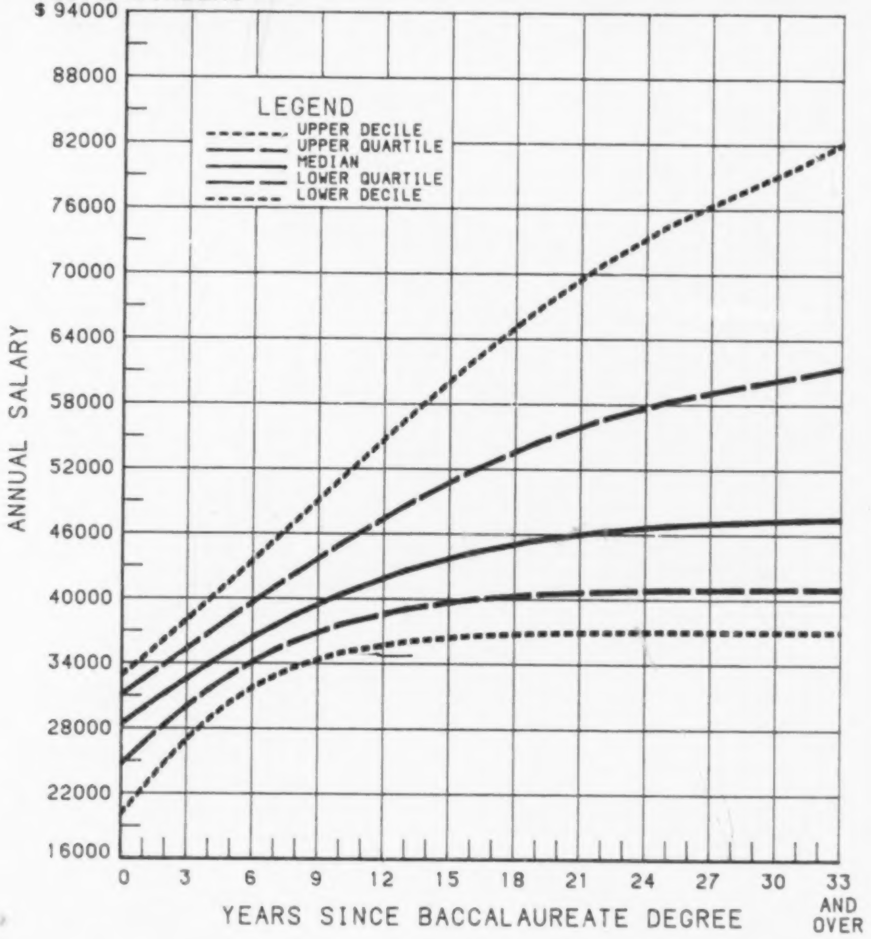
NON-MANUFACTURING INDUSTRIES, NON-SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	32850	34450	36050	37700	39400	41100	42800	44500	46250
UPPER QUARTILE	29100	30750	32400	34050	35650	37200	38750	40200	41650
MEDIAN	26550	28000	29450	30900	32250	33600	34900	36100	37300
LOWER QUARTILE	23450	24950	26450	27850	29200	30450	31600	32700	33700
LOWER DECILE	20950	22400	23800	25150	26400	27550	28600	29550	30400
MEAN	26850	28300	29750	31200	32600	33950	35300	36550	37800
TOTAL NUMBER	487	552	672	756	746	750	700	674	554
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	15	6	9	2	4	0	2	2	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	49650	54450	58750	62300	65050	67000	68250	69100	69350
UPPER QUARTILE	44300	47650	50400	52450	53950	55000	55650	56150	56400
MEDIAN	39400	42050	44050	45550	46550	47250	47700	48000	48150
LOWER QUARTILE	35400	37300	38650	39500	40050	40400	40550	40650	40700
LOWER DECILE	31800	33350	34400	35000	35350	35550	35650	35700	35700
MEAN	40050	43000	45300	47100	48350	49250	49800	50250	50450
TOTAL NUMBER	1878	1587	1094	980	722	705	546	435	1105
OVER $93000	0	0	0	0	0	0	0	0	39
UNDER $18000	2	2	2	0	1	0	0	0	0

ENGINEERS COVERED - 14952

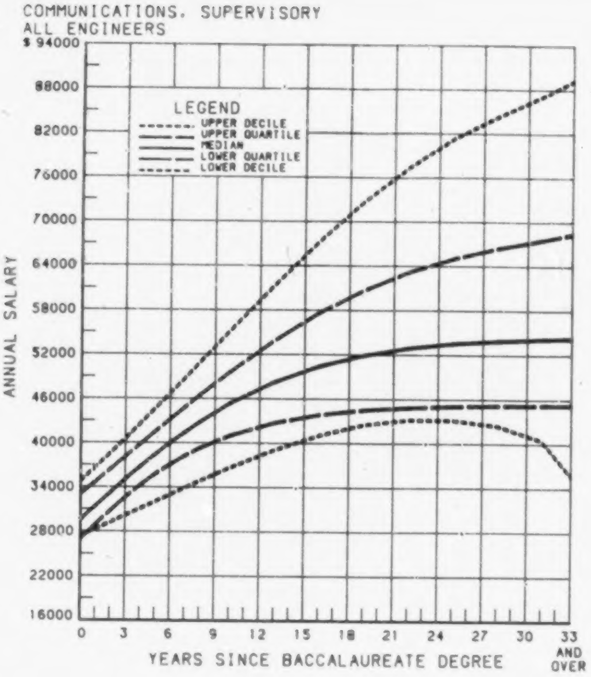
COMMUNICATIONS
ALL ENGINEERS

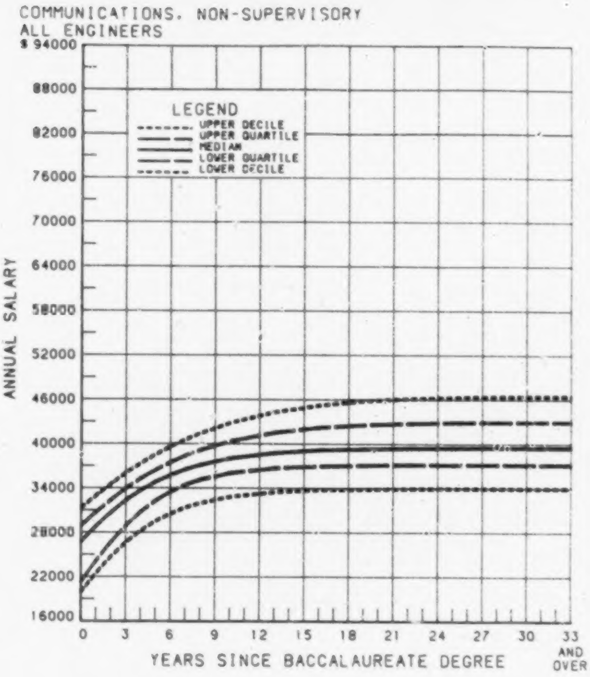


YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	32900	34550	36300	38050	39850	41650	43500	45400	47250
UPPER QUARTILE	31100	32550	33950	35400	36800	38250	39650	41050	42400
MEDIAN	28400	29850	31250	32600	33950	35200	36400	37500	38550
LOWER QUARTILE	24700	26600	28400	30050	31600	32950	34150	35250	36150
LOWER DECILE	20050	22500	24850	27000	28850	30450	31800	32850	33750
MEAN	28200	29700	31150	32600	34050	35450	36850	38150	39450
TOTAL NUMBER	53	44	61	39	104	127	109	77	87
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	2	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	51050	56600	61900	66700	70950	74500	77300	80000	82100
UPPER QUARTILE	45050	48650	51850	54500	56650	58300	59550	60650	61450
MEDIAN	40400	42650	44300	45500	46300	46850	47150	47400	47500
LOWER QUARTILE	37650	39100	40000	40500	40750	40900	40950	41000	41000
LOWER DECILE	35050	36100	36650	36900	37000	37050	37050	37050	37050
MEAN	41850	44950	47500	49500	51000	52050	52750	53300	53600
TOTAL NUMBER	221	378	206	183	146	125	125	80	105
OVER $93000	0	0	0	4	9	8	12	4	15
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 2277





COMMUNICATIONS, SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	34800	36700	38600	40550	42600	44650	46700	48800	50950
UPPER QUARTILE	33050	34700	36400	38100	39800	41500	43200	44850	46500
MEDIAN	29550	31450	33250	35050	36750	38400	40000	41450	42850
LOWER QUARTILE	26950	28950	30850	32600	34250	35750	37050	38250	39300
LOWER DECILE	27450	28350	29250	30200	31100	32050	33000	33950	34850
MEAN	30250	31950	33650	35350	37000	38650	40250	41800	43300
TOTAL NUMBER	12	10	23	8	33	53	57	38	40
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	55200	61450	67400	72800	77450	81350	84400	87200	89250
UPPER QUARTILE	49600	53950	57700	60750	63200	65050	66450	67600	68400
MEDIAN	45350	48300	50450	51950	52950	53600	53950	54200	54300
LOWER QUARTILE	41000	42800	43900	44550	44900	45100	45200	45250	45250
LOWER DECILE	36650	39100	41100	42550	43250	43200	42450	40500	35700
MEAN	46050	49650	52550	54750	56400	57550	58300	58850	59150
TOTAL NUMBER	98	197	108	108	109	88	88	61	76
OVER $93000	0	0	0	4	9	8	12	4	15
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 1216

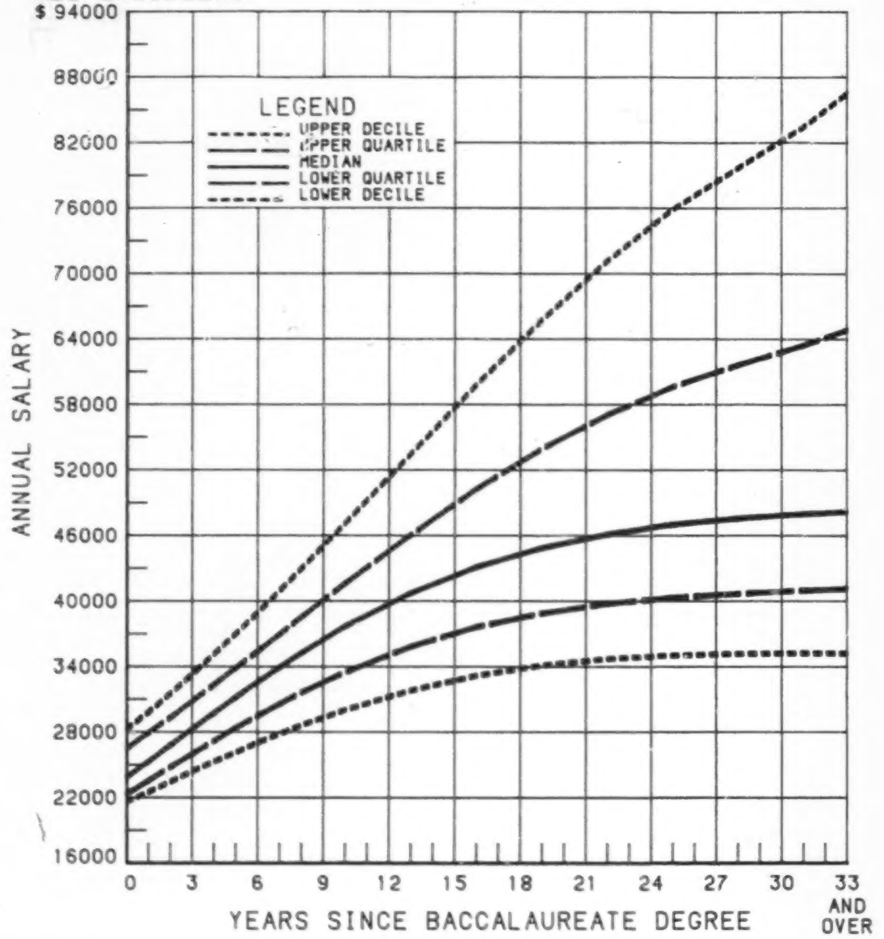
COMMUNICATIONS, NON-SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	31300	33000	34550	36050	37350	38550	39650	40600	41450
UPPER QUARTILE	28900	30750	32400	33950	35300	36450	37500	38400	39150
MEDIAN	26700	28850	30700	32350	33700	34850	35750	36550	37150
LOWER QUARTILE	21250	24100	26650	28900	30800	32300	33500	34450	35150
LOWER DECILE	19900	22450	24700	26600	28250	29550	30550	31400	32000
MEAN	25850	28100	30150	31900	33400	34650	35650	36500	37150
TOTAL NUMBER	41	33	38	30	70	73	51	38	47
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	2	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	42850	44350	45250	45850	46150	46350	46450	46500	46500
UPPER QUARTILE	40350	41550	42250	42600	42800	42950	42950	43000	43000
MEDIAN	38050	38800	39200	39350	39450	39500	39500	39500	39500
LOWER QUARTILE	36050	36750	37000	37150	37200	37200	37200	37200	37200
LOWER DECILE	32850	33500	33800	33900	33950	34000	34000	34000	34000
MEAN	38100	38950	39350	39550	39600	39650	39650	39650	39650
TOTAL NUMBER	123	180	97	74	36	36	37	18	29
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 1061

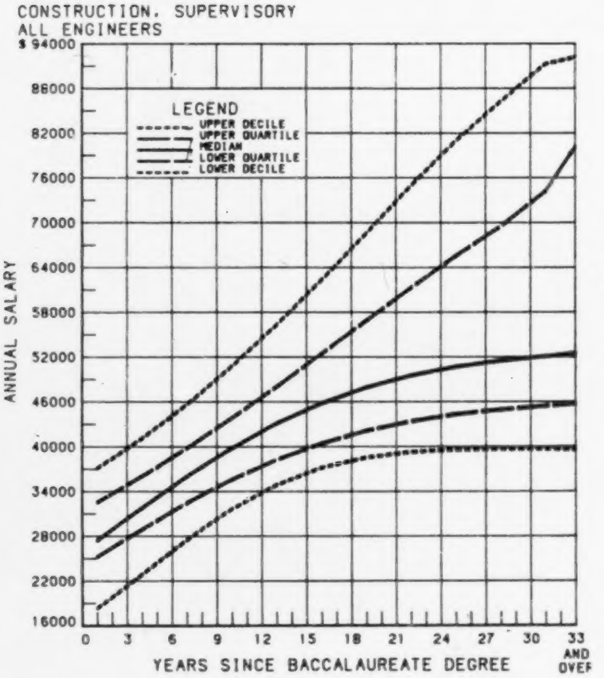
CONSTRUCTION
ALL ENGINEERS

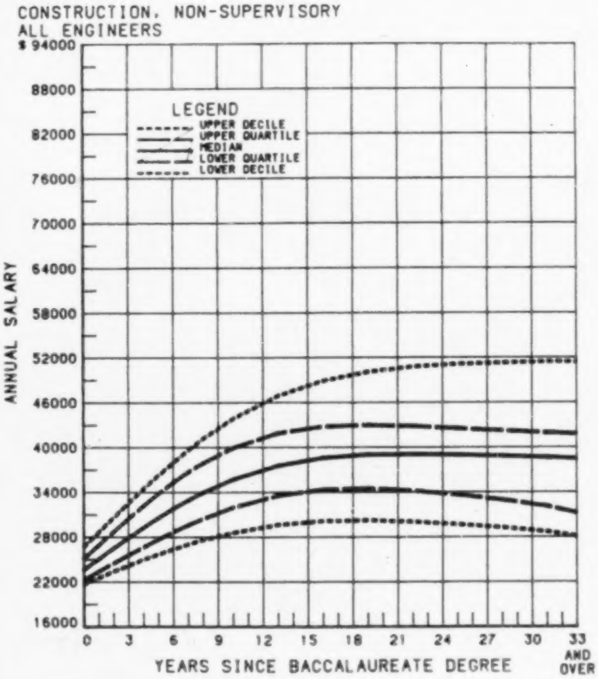


YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	28250	29850	31550	33300	35150	37000	38950	40950	43000
UPPER QUARTILE	26500	27950	29350	30850	32350	33900	35400	36950	38550
MEDIAN	23850	25300	26800	28300	29750	31200	32600	33950	35250
LOWER QUARTILE	22300	23550	24800	26000	27200	28400	29500	30600	31650
LOWER DECILE	21600	22500	23450	24400	25300	26150	27050	27850	28650
MEAN	24650	26000	27350	28700	30050	31450	32800	34150	35500
TOTAL NUMBER	36	51	90	86	92	80	78	78	64
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	3	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	47150	53500	59850	65800	71200	75900	79700	83450	86550
UPPER QUARTILE	41650	46100	50300	54000	57100	59650	61650	63450	64850
MEDIAN	37700	40750	43150	44900	46150	47050	47600	48000	48200
LOWER QUARTILE	33500	35850	37650	38900	39800	40350	40700	41000	41150
LOWER DECILE	30050	31850	33200	34150	34750	35050	35200	35250	35200
MEAN	38150	41800	45050	47750	49950	51600	52850	53900	54650
TOTAL NUMBER	256	174	148	126	103	83	52	66	135
OVER $93000	0	0	0	0	3	6	4	0	18
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 1805





CONSTRUCTION, SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	37100	0	39750	41150	42650	44150	45700	47350
UPPER QUARTILE	0	32550	0	34850	36050	37250	38550	39800	41150
MEDIAN	0	27400	0	30350	31800	33200	34600	36000	37300
LOWER QUARTILE	0	25200	0	27700	28900	30100	31300	32450	33550
LOWER DECILE	0	18350	0	21350	22900	24450	26000	27500	28950
MEAN	0	28900	0	31350	32650	33900	35200	36500	37800
TOTAL NUMBER	3	7	2	12	30	23	33	35	35
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	3	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	50800	56350	62350	68600	74950	81000	86250	91300	92200
UPPER QUARTILE	43850	48050	52450	56900	61300	65550	69500	74200	80100
MEDIAN	39800	43150	45850	47950	49550	50700	51500	52100	52450
LOWER QUARTILE	35600	38250	40450	42150	43400	44350	44950	45450	45750
LOWER DECILE	31650	34900	37200	38550	39300	39600	39700	39700	39650
MEAN	40350	44100	47600	50800	53500	55800	57650	59450	61000
TOTAL NUMBER	118	100	100	77	74	58	39	49	106
OVER $93000	0	0	0	0	3	6	4	0	18
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 912

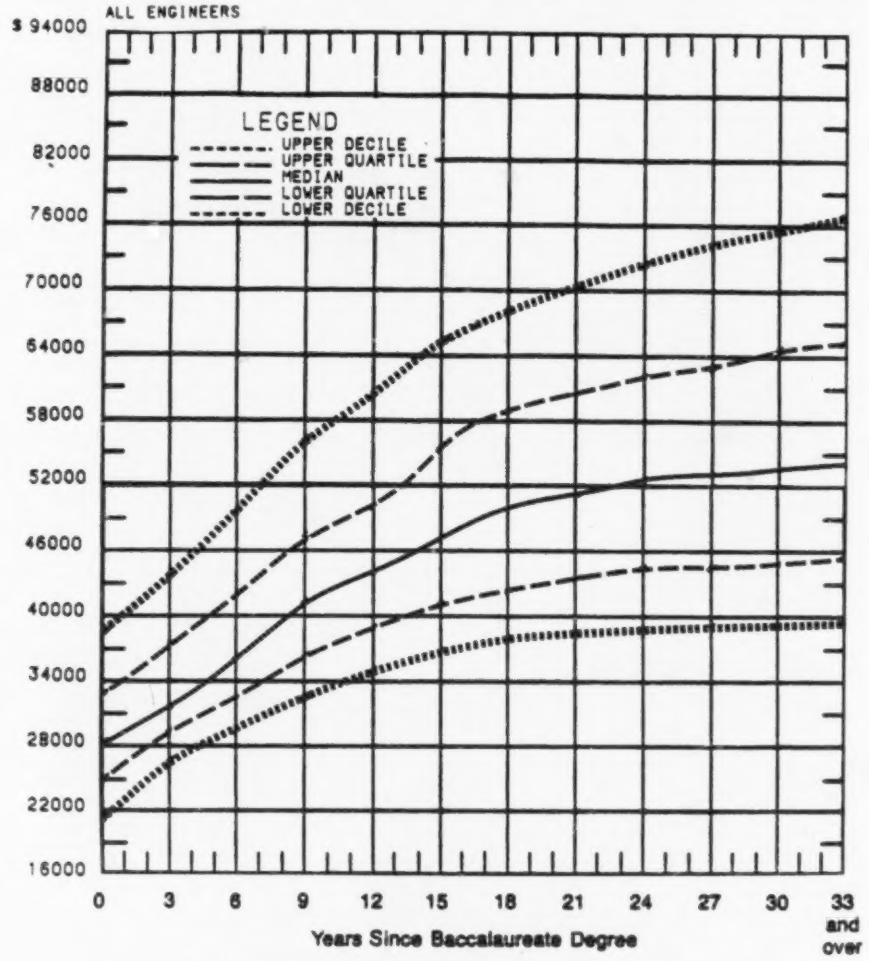
CONSTRUCTION, NON-SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	26700	28650	30600	32550	34450	36250	38000	39650	41200
UPPER QUARTILE	25100	26900	28700	30450	32150	33800	35300	36700	37900
MEDIAN	23600	25050	26500	27900	29250	30550	31800	32900	33950
LOWER QUARTILE	22250	23400	24500	25600	26650	27700	28700	29600	30450
LOWER DECILE	21650	22550	23400	24200	25000	25700	26400	27050	27650
MEAN	23750	25250	26700	28150	29550	30850	32100	33250	34250
TOTAL NUMBER	32	43	87	74	61	57	44	43	28
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	43850	46900	48900	50100	50800	51150	51300	51450	51450
UPPER QUARTILE	39950	41900	42800	43000	42850	42550	42250	41950	41800
MEDIAN	35700	37550	38600	39050	39100	39000	38850	38650	38500
LOWER QUARTILE	31950	33550	34350	34500	34200	33650	32950	32100	31200
LOWER DECILE	28600	29650	30150	30250	30050	29700	29250	28700	28100
MEAN	36000	37850	38850	39250	39350	39250	39150	38950	38850
TOTAL NUMBER	137	73	48	49	28	24	12	16	28
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 893

DESIGN, CONSULTING AND ENGINEERING SERVICES

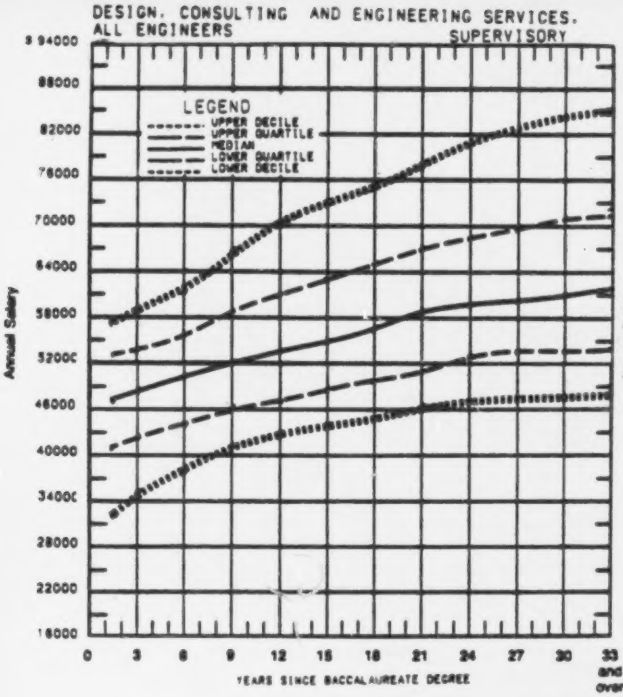


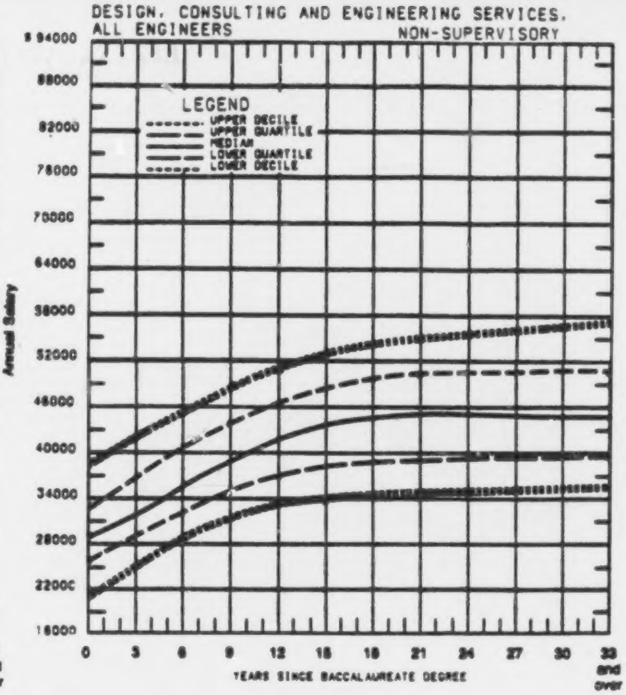
DESIGN, CONSULTING AND ENGINEERING SERVICES

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	38700	40400	42150	43850	45600	47350	49050	50750	52450
UPPER QUARTILE	33500	34850	36250	37650	39050	40500	41900	43350	44750
MEDIAN	28000	29350	30750	32150	33550	34900	36300	37650	38950
LOWER QUARTILE	25250	26450	27650	28850	30050	31200	32350	33450	34500
LOWER DECILE	21900	23200	24450	25650	26800	27950	29000	30050	31000
MEAN	29250	30650	32100	33550	35000	36450	37850	39200	40550
TOTAL NUMBER	389	363	308	450	439	378	354	372	338
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	17	6	7	3	5	0	3	3	1

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	55700	60200	64250	67650	70500	72750	74450	75950	77000
UPPER QUARTILE	47550	51550	55100	58100	60500	62300	63500	64450	64950
MEDIAN	41450	44850	47600	49750	51300	52350	53000	53500	53800
LOWER QUARTILE	36500	39050	41100	42600	43650	44300	44700	45000	45150
LOWER DECILE	32650	34700	36250	37300	38050	38550	38800	39000	39100
MEAN	43050	46400	49200	51400	53050	54250	55050	55750	56200
TOTAL NUMBER	1215	1112	895	819	516	489	386	433	844
OVER $93000	2	8	3	12	5	5	13	16	22
UNDER $18000	3	3	3	1	2	0	1	1	1

ENGINEERS COVERED - 10100





DESIGN, CONSULTING AND ENGINEERING SERVICES, SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	57450	0	59500	60550	61650	62700	63750	64800
UPPER QUARTILE	0	52250	0	53750	54500	55250	56000	56750	57500
MEDIAN	0	47400	0	48600	49150	49750	50300	50850	51450
LOWER QUARTILE	0	41050	0	42200	42750	43300	43850	44400	44950
LOWER DECILE	0	32150	0	34350	35400	36400	37350	38250	39100
MEAN	0	46950	0	48400	49100	49800	50500	51200	51900
TOTAL NUMBER	3	7	4	9	18	35	38	53	60
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	66950	70050	73100	75900	78500	80750	82550	84250	84950
UPPER QUARTILE	58950	61150	63200	65150	66900	68450	69800	71150	72150
MEDIAN	52550	54150	55700	57100	58400	59550	60500	61500	62350
LOWER QUARTILE	46000	47500	48950	50250	51350.	52300	53050	53700	53750
LOWER DECILE	40650	42600	44100	45250	46100	46700	47100	47350	47500
MEAN	53250	55250	57150	58850	60400	61700	62750	63650	63800
TOTAL NUMBER	269	420	393	417	254	223	228	275	489
OVER $93000	2	8	3	12	5	5	13	16	22
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 3195

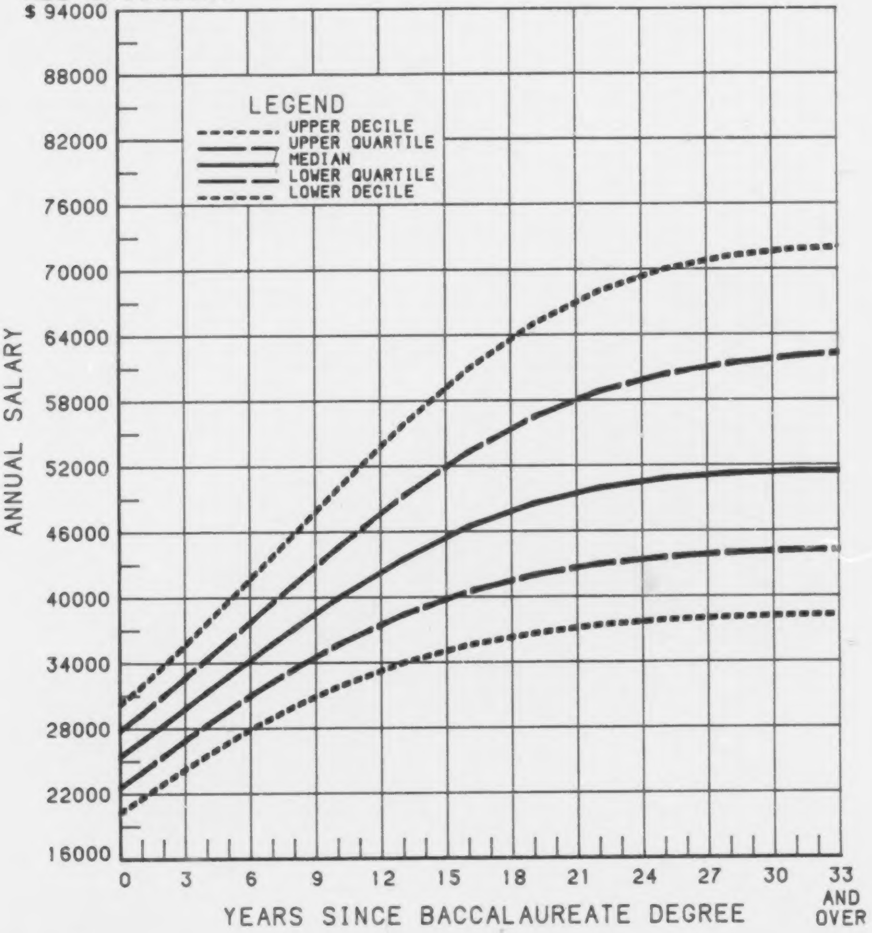
DESIGN, CONSULTING AND ENGINEERING SERVICES, NON-SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	38900	40100	41250	42350	43450	44450	45450	46400	47250
UPPER QUARTILE	33400	34600	35750	36900	38000	39100	40150	41200	42200
MEDIAN	28050	29350	30600	31900	33100	34300	35450	36550	37600
LOWER QUARTILE	25300	26450	27600	28750	29800	30850	31850	32800	33650
LOWER DECILE	21800	23150	24450	25700	26800	27850	28800	29650	30400
MEAN	29350	30550	31750	32950	34100	35200	36250	37250	38150
TOTAL NUMBER	386	356	304	441	421	343	316	319	278
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	17	6	7	3	5	0	3	3	1

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	48850	50900	52450	53650	54500	55100	55500	55800	56050
UPPER QUARTILE	44000	46300	48100	49350	50200	50650	50800	50800	50600
MEDIAN	39450	41700	43250	44250	44800	45050	45050	45000	44800
LOWER QUARTILE	35150	36950	38200	38950	39400	39650	39700	39750	39750
LOWER DECILE	31650	33050	33900	34450	34750	34950	35000	35050	35050
MEAN	39850	41850	43250	44200	44750	45050	45200	45250	45250
TOTAL NUMBER	946	692	502	402	262	266	158	158	355
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	3	3	3	1	2	0	1	1	1

ENGINEERS COVERED - 6905

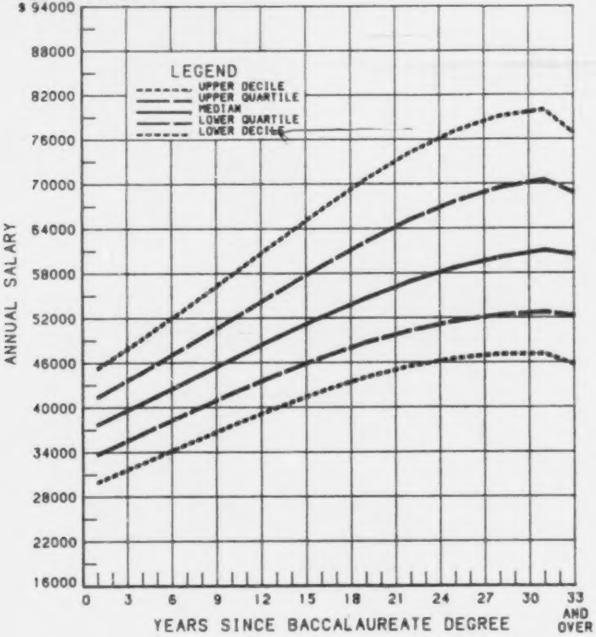
CONSULTANTS
ALL ENGINEERS



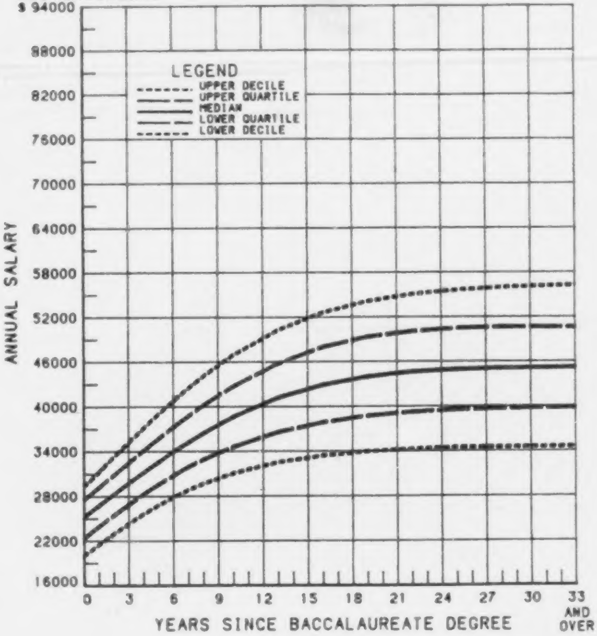
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30150	31900	33750	35650	37650	39650	41700	43750	45800
UPPER QUARTILE	27800	29350	31000	32650	34350	36050	37750	39500	41200
MEDIAN	25400	26850	28300	29800	31300	32800	34250	35750	37150
LOWER QUARTILE	22550	24000	25450	26900	28300	29650	31000	32250	33450
LOWER DECILE	20250	21600	22950	24250	25500	26700	27900	28950	30000
MEAN	25500	26950	28450	29950	31500	33000	34550	36050	37550
TOTAL NUMBER	207	217	227	251	239	231	237	229	228
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	12	4	5	2	3	0	2	2	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	49900	55750	60850	65000	68000	70000	71200	71850	72000
UPPER QUARTILE	44550	49250	53250	56450	58800	60350	61350	62000	62300
MEDIAN	39900	43500	46450	48550	49950	50800	51250	51450	51450
LOWER QUARTILE	35650	38400	40500	42000	43000	43600	44000	44200	44250
LOWER DECILE	31800	34000	35600	36650	37400	37850	38100	38250	38300
MEAN	40450	44350	47500	49900	51600	52650	53250	53650	53750
TOTAL NUMBER	824	774	592	494	365	339	262	232	519
OVER $93000	0	0	0	1	1	2	6	9	6
UNDER $18000	2	2	2	0	1	0	0	0	0

ENGINEERS COVERED - 6477



CONSULTANTS, SUPERVISORY
ALL ENGINEERS



CONSULTANTS, NON-SUPERVISORY
ALL ENGINEERS

CONSULTANTS, SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	45250	0	47850	49200	50600	0	53400	54850
UPPER QUARTILE	0	41400	0	43600	44700	45850	0	48200	49400
MEDIAN	0	37700	0	39600	40550	41500	0	43450	44450
LOWER QUARTILE	0	33700	0	35500	36450	37350	0	39150	40050
LOWER DECILE	0	29950	0	31650	32450	33300	0	35050	35850
MEAN	0	37850	0	39800	40800	41850	0	43900	44950
TOTAL NUMBER	3	6	3	6	6	15	3	18	18
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	57750	62200	66550	70650	74250	77150	79100	80000	76800
UPPER QUARTILE	51800	55400	58950	62250	65250	67650	69450	70550	68800
MEDIAN	46400	49350	52100	54650	56900	58750	60100	61050	60500
LOWER QUARTILE	41850	44350	46650	48700	50300	51550	52350	52750	52250
LOWER DECILE	37550	39950	42150	44050	45500	46550	47100	47150	45700
MEAN	47050	50250	53350	56200	58700	60750	62200	63050	61300
TOTAL NUMBER	144	280	270	223	178	141	142	124	258
OVER $93000	0	0	0	1	1	2	5	9	6
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 1847

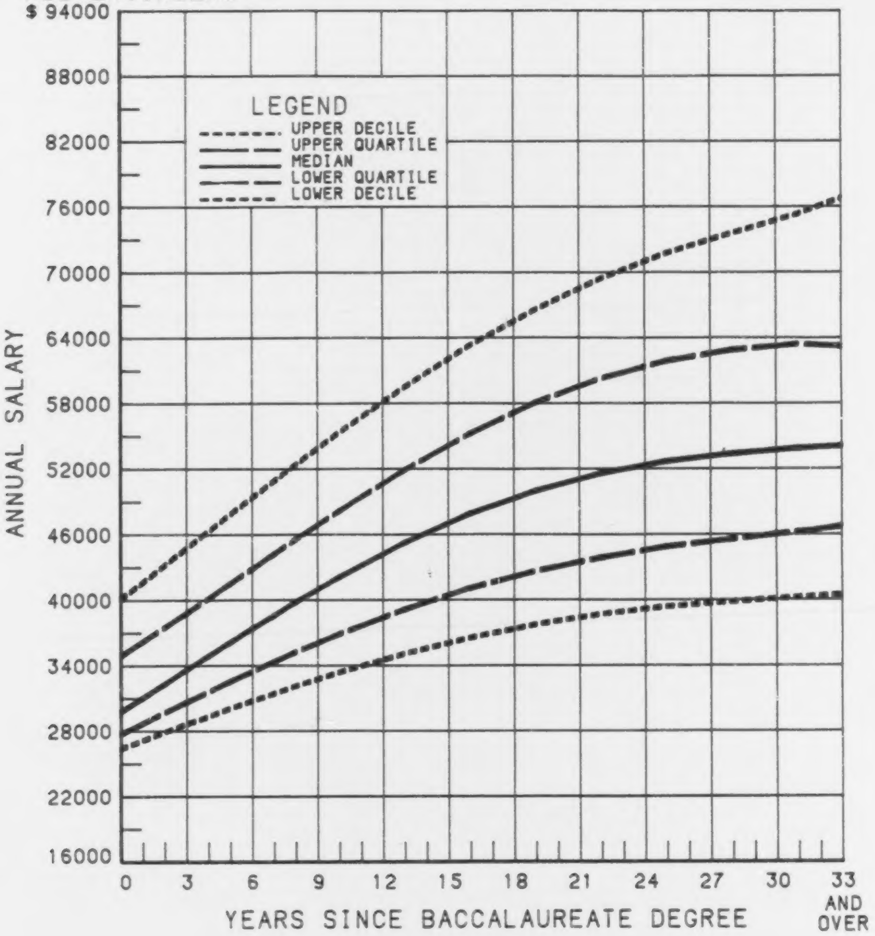
CONSULTANTS, NON-SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	29350	31300	33300	35250	37150	39050	40800	42500	44100
UPPER QUARTILE	27550	29200	30850	32500	34150	35750	37300	38750	40200
MEDIAN	25250	26750	28250	29750	31200	32600	34000	35250	36450
LOWER QUARTILE	22350	23950	25450	26900	28300	29600	30800	31950	32950
LOWER DECILE	20000	21500	22950	24350	25650	26800	27850	28850	29700
MEAN	25000	26600	28200	29750	31300	32750	34150	35500	36700
TOTAL NUMBER	203	211	223	245	232	215	234	211	210
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	12	4	5	2	3	0	2	2	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	46950	50300	52650	54150	55100	55650	56000	56200	56300
UPPER QUARTILE	42750	45800	48000	49350	50100	50500	50650	50650	50600
MEDIAN	38650	41200	42900	44000	44650	44950	45100	45150	45200
LOWER QUARTILE	34650	36600	37900	38750	39250	39550	39700	39800	39800
LOWER DECILE	31100	32550	33450	34000	34300	34500	34550	34600	34600
MEAN	38850	41350	43000	44100	44700	45050	45250	45400	45450
TOTAL NUMBER	680	494	321	270	187	197	120	107	261
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	2	2	2	0	1	0	0	0	0

ENGINEERS COVERED - 4630

ENGINEERING SERVICES
ALL ENGINEERS

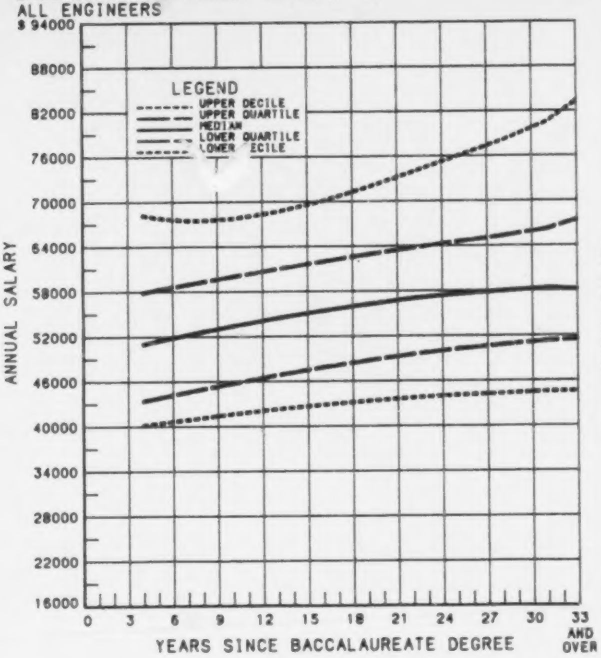


YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	40150	41650	43200	44750	46300	47850	49350	50900	52400
UPPER QUARTILE	34900	36200	37500	38800	40150	41500	42850	44200	45550
MEDIAN	29800	31050	32300	33600	34850	36100	37350	38550	39800
LOWER QUARTILE	27750	28700	29700	30650	31600	32550	33450	34350	35250
LOWER DECILE	26400	27150	27900	28650	29350	30100	30800	31450	32150
MEAN	31400	32700	34000	35300	36600	37850	39100	40300	41500
TOTAL NUMBER	155	113	56	149	181	127	86	132	86
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

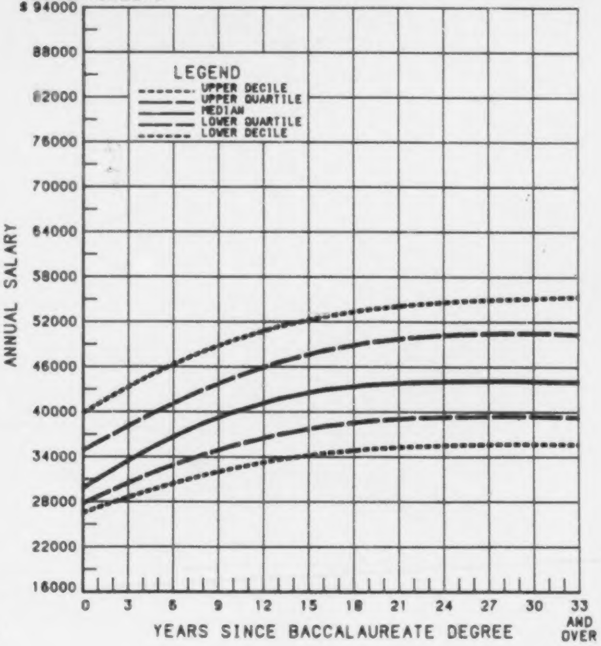
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	55350	59500	63300	66600	69450	71750	73600	75350	76800
UPPER QUARTILE	48150	51900	55250	58100	60300	61900	62900	63450	63250
MEDIAN	42100	45250	47900	50000	51600	52700	53400	53900	54100
LOWER QUARTILE	36900	39150	41100	42650	43900	44900	45600	46250	46750
LOWER DECILE	33400	35100	36550	37750	38700	39400	39850	40250	40500
MEAN	43750	46800	49350	51450	53050	54250	55150	55900	56500
TOTAL NUMBER	400	366	356	300	175	176	151	219	388
OVER $93000	0	3	1	5	2	1	5	4	12
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 3624

ENGINEERING SERVICES. SUPERVISORY
ALL ENGINEERS



ENGINEERING SERVICES. NON-SUPERVISORY
ALL ENGINEERS



ENGINEERING SERVICES, SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	68200	67850	67650	67500	67500
UPPER QUARTILE	0	0	0	0	57850	58250	58600	58950	59300
MEDIAN	0	0	0	0	51000	51450	51850	52250	52650
LOWER QUARTILE	0	0	0	0	43400	43800	44200	44600	45000
LOWER DECILE	0	0	0	0	40150	40400	40650	40900	41150
MEAN	0	0	0	0	51600	52000	52450	52850	53250
TOTAL NUMBER	0	3	1	1	6	10	14	25	21
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	67750	68650	70050	71850	73850	75950	78050	80500	83300
UPPER QUARTILE	60000	61000	61950	62900	63750	64550	65300	66200	67450
MEDIAN	53400	54450	55400	56250	57000	57550	57950	58300	58150
LOWER QUARTILE	45750	46850	47850	48750	49550	50250	50800	51300	51500
LOWER DECILE	41650	42300	42850	43350	43750	44100	44300	44550	44600
MEAN	54100	55250	56350	57350	58250	59100	59750	60500	61150
TOTAL NUMBER	87	137	151	178	104	104	110	166	269
OVER $93000	0	3	1	5	2	1	5	4	12
UNDER $18000	0	0	0	0	0	0	0	0	0

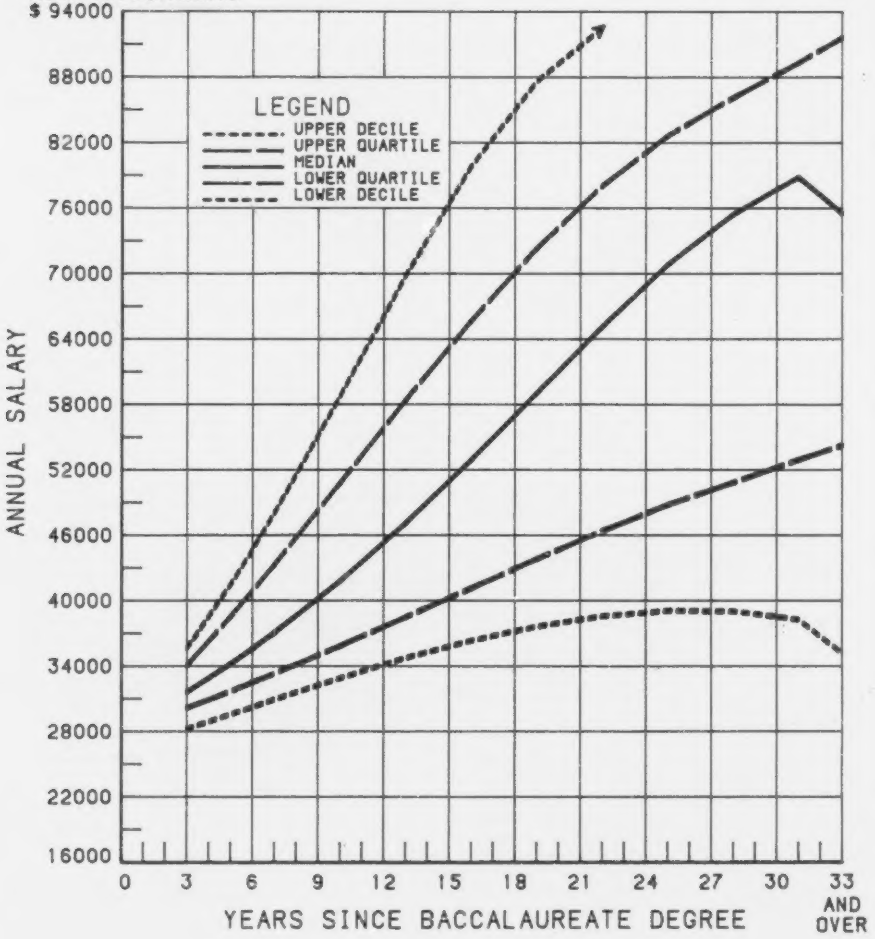
ENGINEERS COVERED - 1393

ENGINEERING SERVICES, NON-SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	39850	41050	42200	43300	44350	45350	46300	47200	48050
UPPER QUARTILE	34850	35950	37000	38100	39150	40150	41100	42050	42950
MEDIAN	29800	31050	32250	33450	34600	35650	36650	37600	38500
LOWER QUARTILE	27800	28700	29600	30500	31350	32150	32900	33600	34300
LOWER DECILE	26500	27250	27950	28600	29250	29850	30450	31000	31550
MEAN	31600	32650	33700	34700	35650	36600	37450	38300	39100
TOTAL NUMBER	155	110	55	148	174	117	72	107	65
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	49550	51350	52700	53650	54300	54750	55000	55200	55350
UPPER QUARTILE	44550	46600	48150	49250	49950	50350	50500	50500	50300
MEDIAN	40000	41750	42950	43600	43950	44100	44150	44050	44000
LOWER QUARTILE	35550	37000	38100	38800	39200	39400	39450	39400	39300
LOWER DECILE	32500	33650	34500	35050	35400	35600	35700	35700	35650
MEAN	40450	42150	43300	44100	44550	44800	44900	44850	44800
TOTAL NUMBER	312	228	204	122	70	72	40	52	118
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 2231

MINING
ALL ENGINEERS

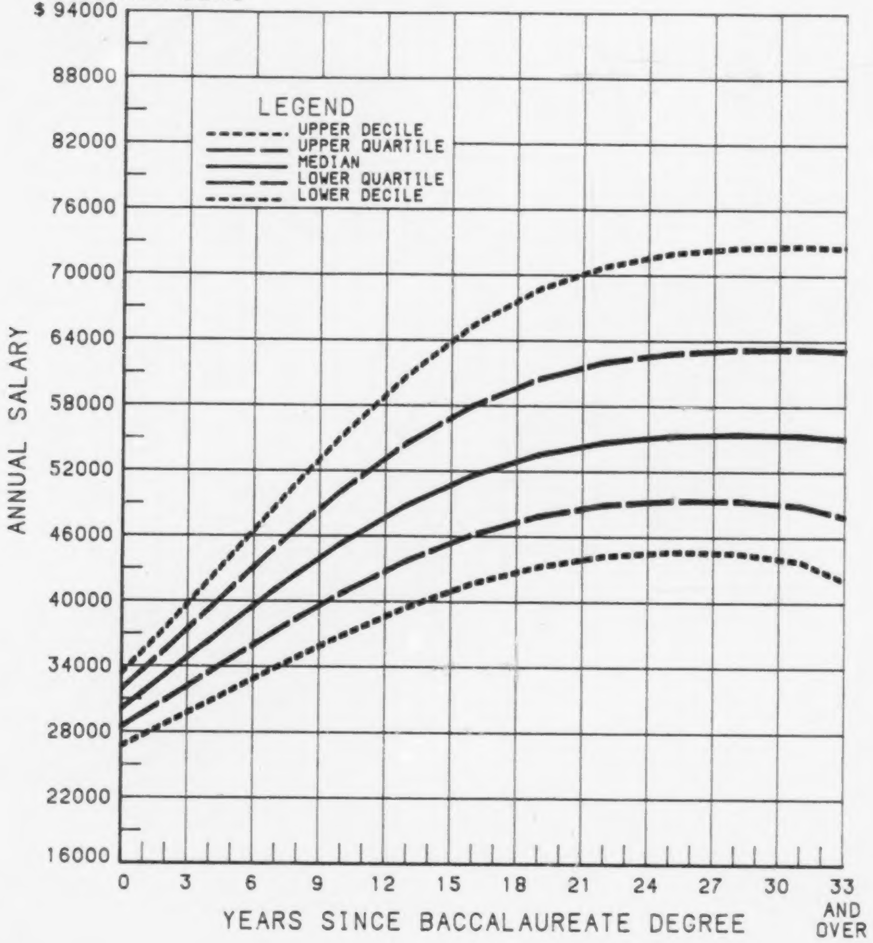


YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	35650	0	41550	44700	48050	0
UPPER QUARTILE	0	0	0	34050	0	38550	40900	43300	0
MEDIAN	0	0	0	31600	0	34200	35600	37050	0
LOWER QUARTILE	0	0	0	30150	0	31700	32500	33300	0
LOWER DECILE	0	0	0	28250	0	29600	30250	30950	0
MEAN	0	0	0	32100	0	35250	36900	38600	0
TOTAL NUMBER	0	1	4	5	2	10	11	14	3
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	58800	69850	79850	87650	92550	94650	94800	93300	90550
UPPER QUARTILE	50800	58400	65700	72350	78050	82650	86150	89350	91650
MEDIAN	41800	47100	52900	59050	65150	70850	75450	78850	75550
LOWER QUARTILE	35850	38500	41150	43850	46400	48800	50850	52950	54250
LOWER DECILE	32900	34750	36350	37650	38600	39100	39050	38300	35200
MEAN	43900	49300	54600	59500	63700	67100	69550	71550	72600
TOTAL NUMBER	34	36	27	34	23	16	23	13	32
OVER $93000	0	0	0	4	2	0	0	7	14
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 293

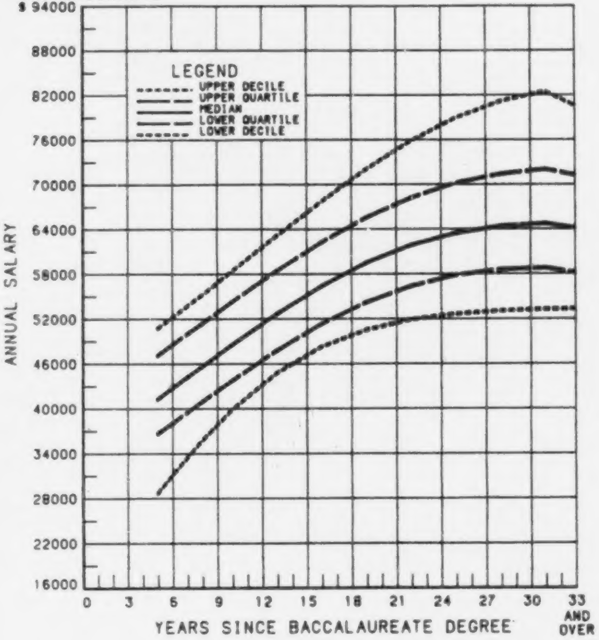
RESEARCH ORGANIZATIONS
ALL ENGINEERS



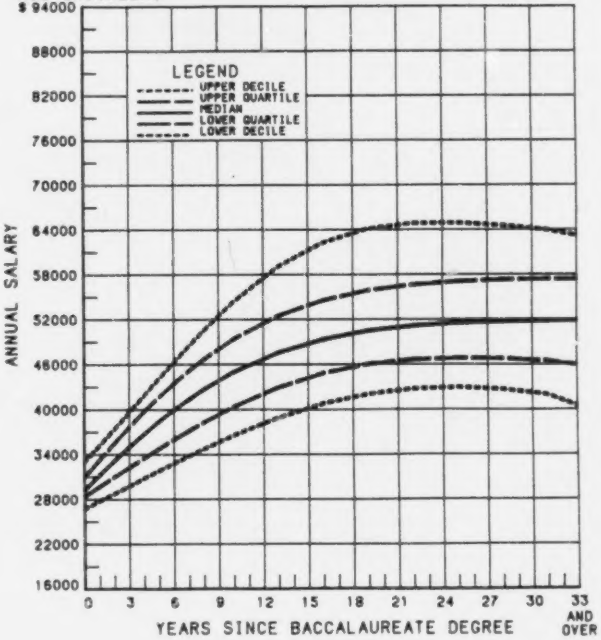
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	33350	35450	37550	39750	41950	44200	46450	48700	50900
UPPER QUARTILE	31900	33700	35550	37450	39300	41200	43100	44950	46750
MEDIAN	30100	31650	33250	34850	36400	38000	39550	41100	42550
LOWER QUARTILE	28450	29700	30950	32200	33500	34750	36000	37250	38450
LOWER DECILE	26700	27700	28750	29750	30800	31850	32900	33900	34900
MEAN	30050	31600	33200	34800	36450	38050	39700	41300	42850
TOTAL NUMBER	75	115	142	216	229	237	288	256	236
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	55150	60800	65400	68700	70800	72000	72550	72700	72500
UPPER QUARTILE	50150	54600	58050	60500	62050	62850	63200	63250	63100
MEDIAN	45350	48900	51650	53550	54700	55300	55450	55350	55050
LOWER QUARTILE	40750	43800	46200	47900	48950	49350	49350	48900	47900
LOWER DECILE	36850	39500	41700	43250	44250	44650	44550	43800	42050
MEAN	45800	49650	52700	54850	56200	56850	57050	56900	56400
TOTAL NUMBER	703	661	711	797	806	880	633	524	1094
OVER $93000	0	0	0	0	0	4	3	4	6
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 8613



RESEARCH ORGANIZATIONS, SUPERVISORY
ALL ENGINEERS



RESEARCH ORGANIZATIONS, NON-SUPERVISORY
ALL ENGINEERS

RESEARCH ORGANIZATIONS, SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	50750	52200	53750	55250
UPPER QUARTILE	0	0	0	0	0	47100	48550	50000	51400
MEDIAN	0	0	0	0	0	41250	42750	44200	45650
LOWER QUARTILE	0	0	0	0	0	36650	38050	39500	40950
LOWER DECILE	0	0	0	0	0	28700	31100	33450	35750
MEAN	0	0	0	0	0	41900	43350	44800	46250
TOTAL NUMBER	0	1	1	3	2	7	10	12	21
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	58400	63100	67700	72050	75850	78950	81150	82500	80600
UPPER QUARTILE	54300	58450	62250	65550	68200	70200	71400	72050	71250
MEDIAN	48550	52700	56400	59500	61850	63450	64400	64750	64150
LOWER QUARTILE	43750	47800	51350	54250	56400	57850	58600	58800	58200
LOWER DECILE	39850	44800	48300	50550	51950	52700	53100	53300	53350
MEAN	49150	53300	57100	60350	62900	64700	65750	66150	65350
TOTAL NUMBER	81	105	192	268	279	323	229	172	322
OVER $93000	0	0	0	0	0	4	3	3	5
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 2038

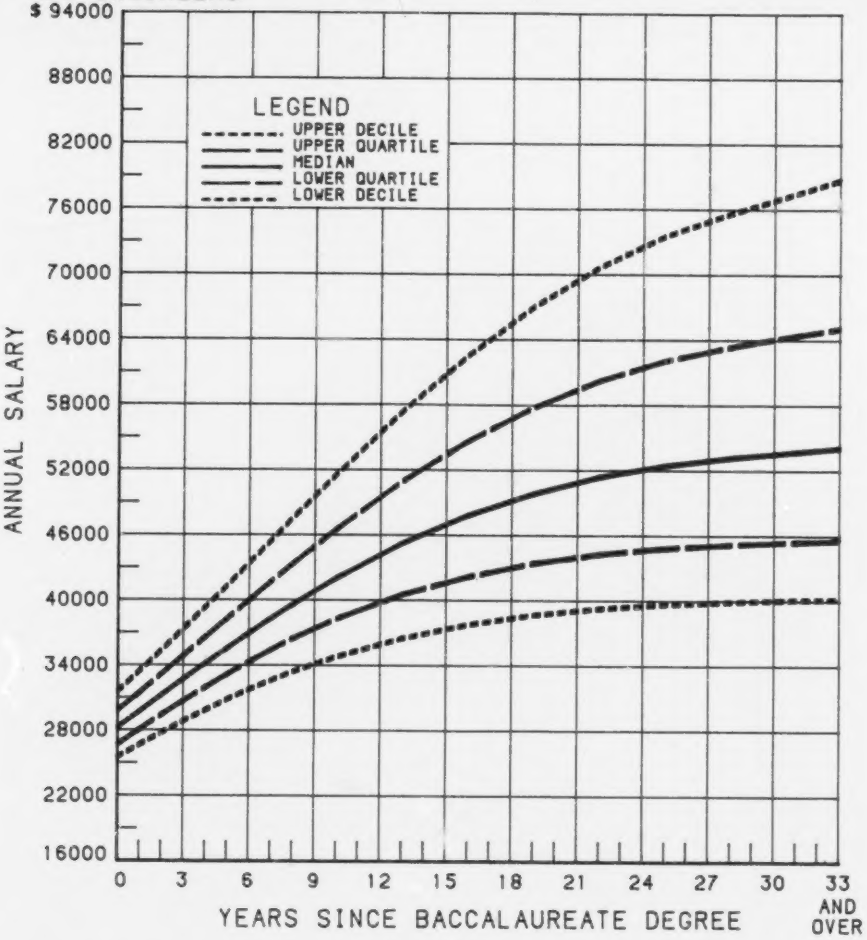
RESEARCH ORGANIZATIONS, NON-SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	33000	35150	37350	39600	41850	44100	46300	48450	50550
UPPER QUARTILE	30950	33200	35450	37600	39700	41650	43450	45150	46700
MEDIAN	29200	31200	33100	34950	36700	38400	39950	41350	42700
LOWER QUARTILE	28350	29650	30950	32200	33500	34750	36000	37150	38300
LOWER DECILE	26700	27750	28750	29750	30800	31800	32800	33800	34750
MEAN	29600	31350	33100	34800	36500	38150	39800	41300	42800
TOTAL NUMBER	75	114	140	213	227	230	277	244	214
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	54350	59050	62250	64100	64850	64900	64550	63950	63200
UPPER QUARTILE	49400	52500	54550	55900	56650	57100	57300	57400	57400
MEDIAN	45000	47600	49350	50500	51150	51550	51750	51850	51850
LOWER QUARTILE	40350	42950	44850	46050	46650	46850	46800	46500	45950
LOWER DECILE	36550	38900	40800	42050	42750	42950	42700	42000	40500
MEAN	45400	48500	50650	51900	52550	52750	52750	52600	52400
TOTAL NUMBER	622	556	518	529	527	556	404	351	771
OVER $93000	0	0	0	0	0	0	0	1	1
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 6575

ELEC. & GAS UTILITIES
ALL ENGINEERS

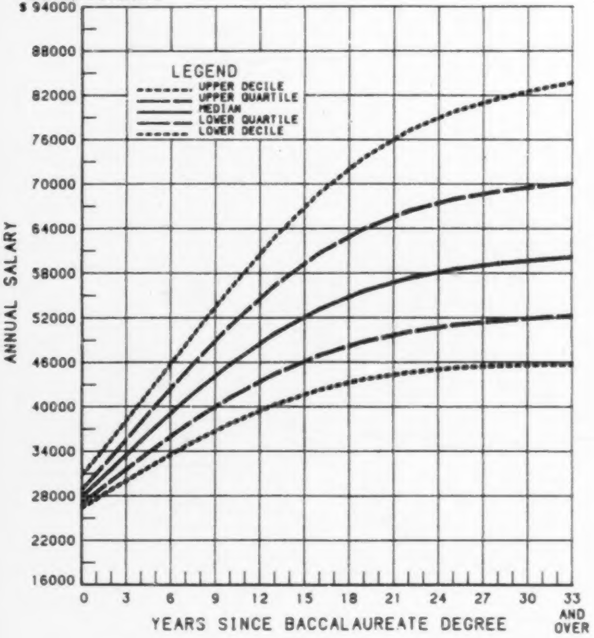


YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	31550	33450	35350	37350	39350	41350	43400	45450	47550
UPPER QUARTILE	29800	31450	33150	34850	36600	38300	40000	41700	43350
MEDIAN	28250	29700	31200	32700	34150	35550	36950	38300	39600
LOWER QUARTILE	26650	28050	29400	30700	31950	33150	34300	35400	36450
LOWER DECILE	25500	26650	27750	28850	29850	30850	31750	32600	33400
MEAN	28500	30000	31450	32950	34450	35900	37350	38750	40100
TOTAL NUMBER	46	73	112	117	109	98	86	86	77
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

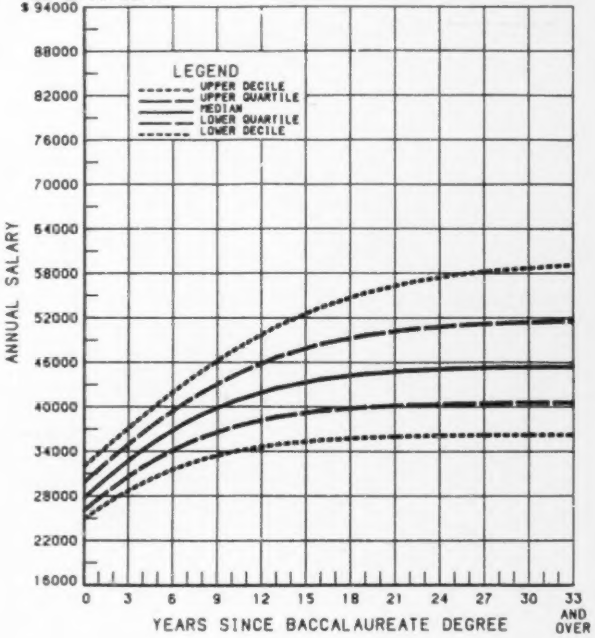
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	51600	57350	62550	67050	70700	73550	75650	77500	78750
UPPER QUARTILE	46550	50950	54700	57800	60250	62100	63400	64450	65100
MEDIAN	42050	45250	47850	49850	51400	52450	53200	53750	54100
LOWER QUARTILE	38300	40550	42200	43450	44300	44850	45200	45450	45600
LOWER DECILE	34800	36500	37800	38700	39300	39700	39950	40150	40200
MEAN	42750	46250	49200	51550	53400	54750	55700	56500	56950
TOTAL NUMBER	237	254	161	122	92	96	65	76	180
OVER $93000	0	0	0	0	1	2	2	1	12
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 2096

ELEC. & GAS UTILITIES. SUPERVISORY
ALL ENGINEERS



ELEC. & GAS UTILITIES. NON-SUPERVISORY
ALL ENGINEERS



ELEC. & GAS UTILITIES, SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30850	33200	35600	38100	40600	43200	45800	48350	50950
UPPER QUARTILE	28850	31050	33250	35550	37850	40150	42400	44650	46850
MEDIAN	27850	29750	31600	33500	35400	37250	39050	40850	42550
LOWER QUARTILE	26950	28500	30050	31550	33100	34550	36000	37400	38750
LOWER DECILE	26400	27600	28850	30050	31250	32400	33550	34700	35750
MEAN	28500	30300	32150	34000	35850	37700	39550	41350	43050
TOTAL NUMBER	13	14	20	20	19	16	13	21	20
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	55950	62900	68800	73600	77250	79850	81600	83000	83750
UPPER QUARTILE	50950	56400	60750	64000	66400	68000	69050	69800	70150
MEDIAN	45750	49900	53150	55600	57350	58550	59350	59900	60200
LOWER QUARTILE	41250	44450	46950	48800	50100	51000	51600	52050	52300
LOWER DECILE	37750	40300	42300	43750	44650	45250	45550	45700	45700
MEAN	46350	50700	54250	57000	59050	60500	61450	62200	62600
TOTAL NUMBER	76	110	84	61	55	58	38	47	112
OVER $93000	0	0	0	0	1	2	1	0	11
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 806

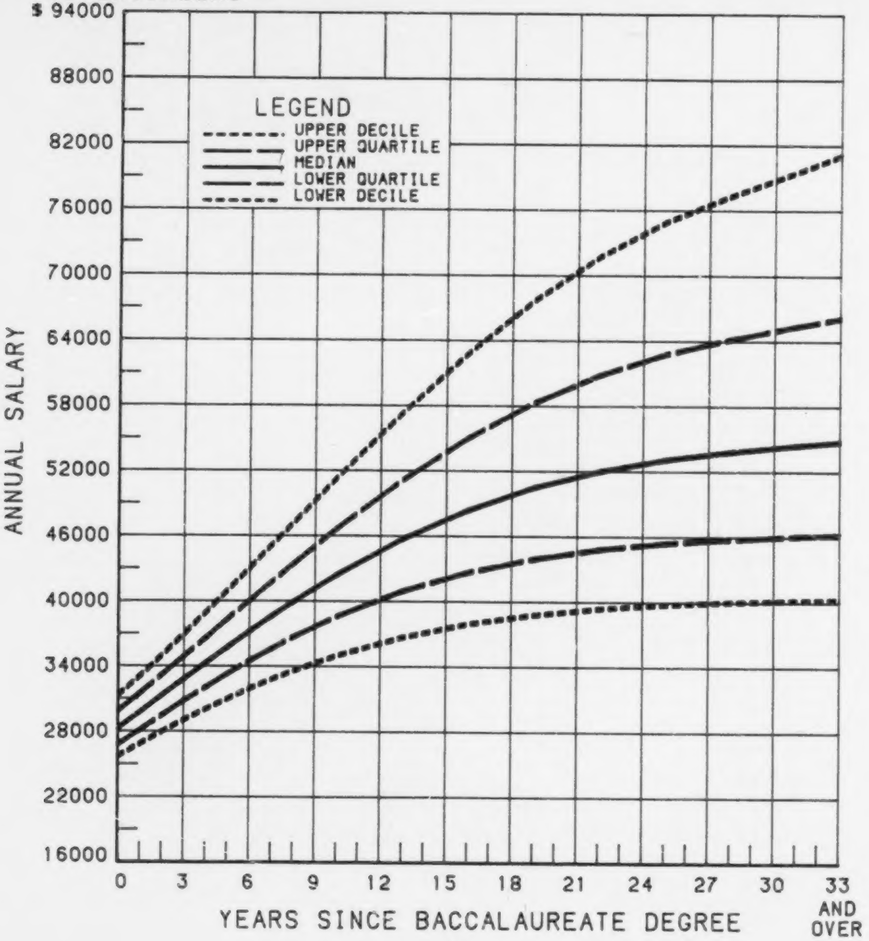
ELEC. & GAS UTILITIES, NON-SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	32000	33750	35450	37150	38800	40450	42000	43500	44900
UPPER QUARTILE	29850	31600	33300	34950	36550	38050	39450	40800	42000
MEDIAN	27750	29500	31150	32750	34250	35600	36850	38000	39000
LOWER QUARTILE	26050	27700	29200	30650	31950	33100	34150	35100	35900
LOWER DECILE	24900	26300	27600	28750	29800	30750	31600	32300	32950
MEAN	28250	29800	31350	32850	34250	35550	36800	37950	39000
TOTAL NUMBER	32	58	91	97	90	82	72	64	57
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	47550	50850	53450	55400	56800	57800	58450	58900	59150
UPPER QUARTILE	44150	46700	48500	49700	50500	51000	51300	51500	51600
MEDIAN	40700	42550	43750	44500	44950	45200	45350	45400	45450
LOWER QUARTILE	37250	38650	39500	40000	40300	40450	40550	40600	40600
LOWER DECILE	33950	34950	35550	35900	36100	36200	36250	36250	36250
MEAN	40800	42950	44400	45400	46050	46450	46650	46800	46850
TOTAL NUMBER	160	144	76	61	35	38	27	28	67
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 1289

ELECTRICAL UTILITIES
ALL ENGINEERS

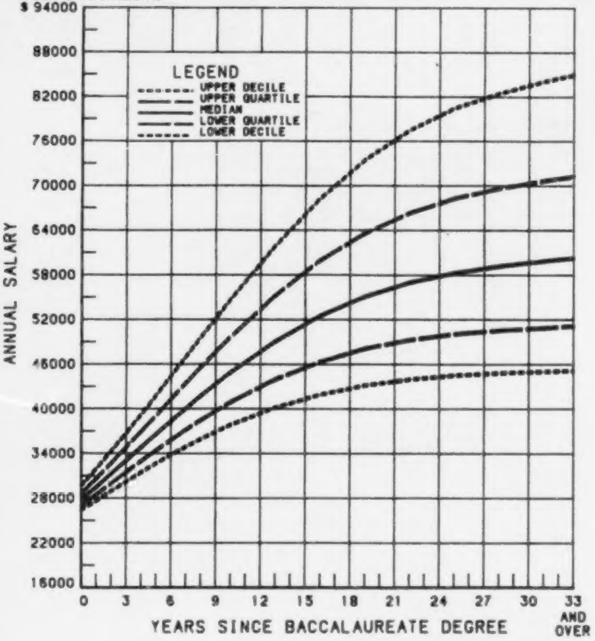


YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	31300	33100	35000	36950	38950	41000	43050	45150	47200
UPPER QUARTILE	29850	31500	33200	34900	36600	38350	40050	41750	43450
MEDIAN	28250	29750	31300	32800	34300	35750	37200	38600	39950
LOWER QUARTILE	26750	28100	29450	30800	32050	33300	34500	35600	36700
LOWER DECILE	25700	26850	27950	29050	30050	31000	31950	32800	33600
MEAN	28550	30050	31500	33000	34500	35950	37400	38800	40200
TOTAL NUMBER	292	398	636	643	600	492	485	468	453
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

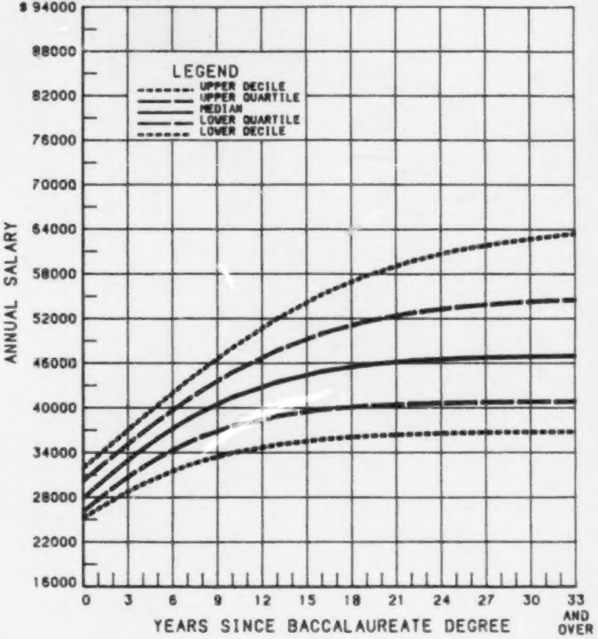
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	51350	57350	62850	67700	71750	74950	77400	79550	81100
UPPER QUARTILE	46700	51150	55050	58300	60850	62800	64200	65400	66150
MEDIAN	42450	45750	48400	50500	52000	53100	53850	54450	54800
LOWER QUARTILE	38600	40950	42700	43950	44850	45450	45800	46100	46250
LOWER DECILE	35000	36700	37950	38800	39400	39800	40050	40200	40300
MEAN	42850	46500	49550	52050	53950	55450	56450	57350	57900
TOTAL NUMBER	1341	1408	841	643	507	479	328	278	847
OVER $93000	0	0	2	3	6	13	10	9	75
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 11139

ELECTRICAL UTILITIES. SUPERVISORY
ALL ENGINEERS



ELECTRICAL UTILITIES. NON-SUPERVISORY
ALL ENGINEERS



ELECTRICAL UTILITIES, SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	29650	31950	34300	36700	39250	41800	44400	47000	49600
UPPER QUARTILE	28550	30600	32650	34800	36950	39100	41300	43450	45600
MEDIAN	27750	29450	31250	33000	34800	36600	38350	40050	41750
LOWER QUARTILE	27000	28450	29950	31450	32950	34400	35800	37200	38500
LOWER DECILE	26400	27650	28950	30200	31450	32650	33800	34900	35950
MEAN	28250	30000	31750	33550	35350	37150	38950	40700	42450
TOTAL NUMBER	115	120	170	156	113	90	88	88	113
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	54750	61950	68300	73500	77500	80450	82500	84100	85000
UPPER QUARTILE	49700	55250	59950	63600	66350	68300	69650	70700	71250
MEDIAN	44900	49100	52500	55100	57000	58300	59200	59900	60300
LOWER QUARTILE	40900	44000	46350	48100	49250	50050	50550	50900	51150
LOWER DECILE	37850	40200	41950	43200	44000	44550	44850	45050	45150
MEAN	45700	50100	53800	56650	58850	60400	61450	62300	62850
TOTAL NUMBER	426	617	460	359	285	293	206	167	525
OVER $93000	0	0	2	3	5	13	9	7	69
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 4391

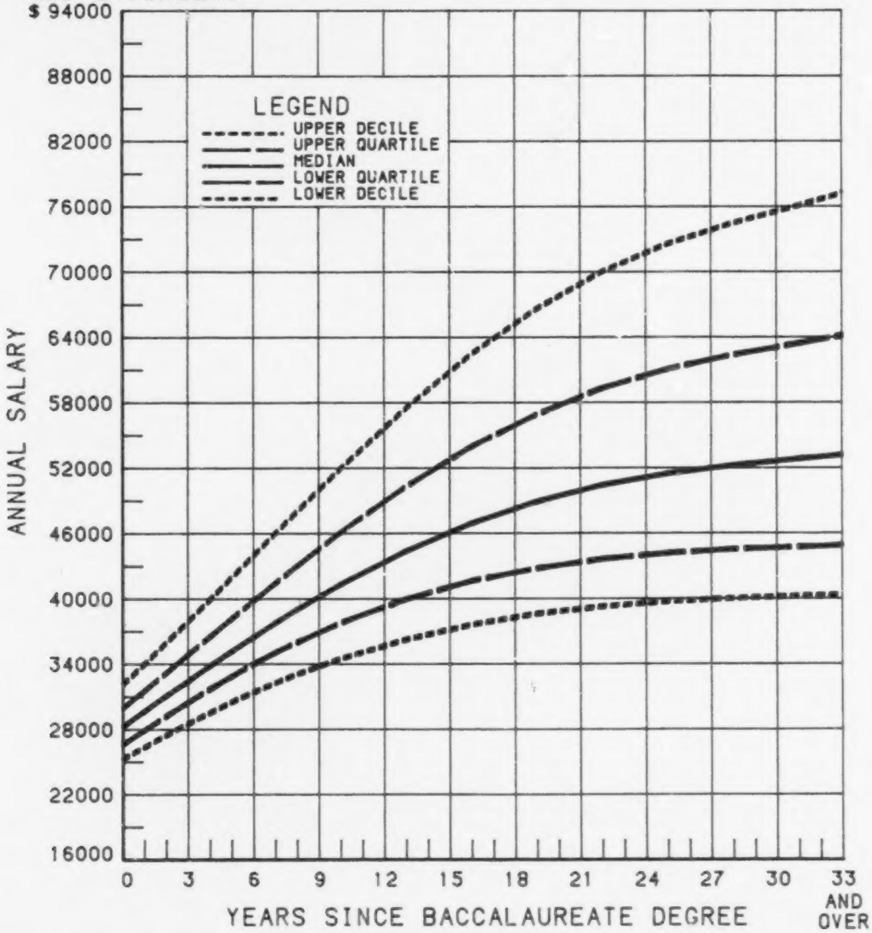
ELECTRICAL UTILITIES, NON-SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	31950	33650	35350	37050	38750	40400	42000	43600	45150
UPPER QUARTILE	30200	31900	33550	35150	36750	38250	39700	41100	42400
MEDIAN	27850	29650	31350	33000	34500	35950	37250	38450	39550
LOWER QUARTILE	26050	27700	29300	30750	32050	33300	34350	35350	36200
LOWER DECILE	25200	26450	27650	28800	29800	30700	31550	32300	32950
MEAN	28450	30000	31500	32950	34400	35750	37000	38200	39300
TOTAL NUMBER	177	278	466	487	487	402	397	380	340
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	48100	52000	55250	57800	59750	61200	62200	63000	63450
UPPER QUARTILE	44800	47750	50000	51650	52800	53550	54050	54400	54550
MEDIAN	41450	43500	44900	45800	46350	46650	46850	46950	47000
LOWER QUARTILE	37550	38950	39800	40300	40550	40700	40800	40850	40850
LOWER DECILE	34000	35100	35800	36250	36500	36650	36750	36800	36800
MEAN	41300	43700	45450	46700	47550	48050	48400	48650	48750
TOTAL NUMBER	915	791	381	284	222	186	122	111	322
OVER $93000	0	0	0	0	1	0	1	2	6
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 6748

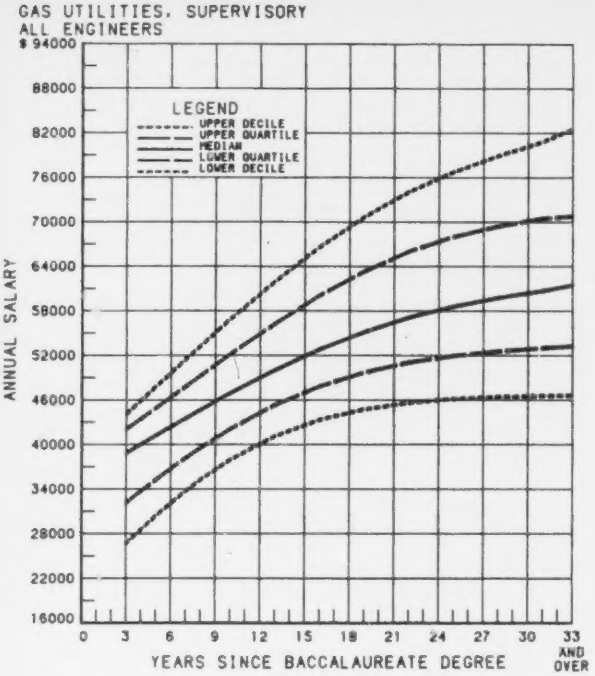
GAS UTILITIES
ALL ENGINEERS

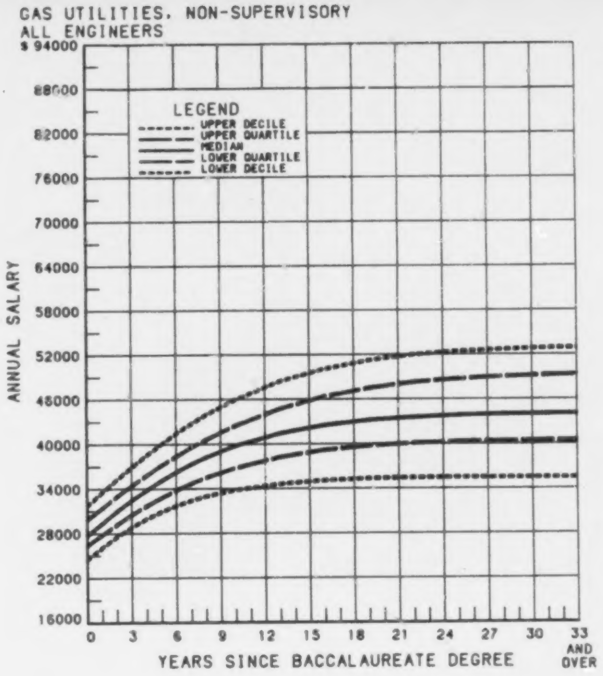


YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	32150	34050	36000	37950	39950	42000	44000	46050	48050
UPPER QUARTILE	29950	31600	33200	34900	36550	38200	39850	41450	43050
MEDIAN	28250	29700	31100	32450	33850	35200	36500	37800	39050
LOWER QUARTILE	26600	27950	29250	30500	31750	32900	34050	35100	36050
LOWER DECILE	25300	26400	27500	28550	29550	30550	31450	32300	33100
MEAN	28450	29950	31400	32850	34350	35750	37200	38550	39900
TOTAL NUMBER	23	52	73	82	75	78	56	61	47
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	52000	57550	62500	66650	70050	72600	74500	76100	77200
UPPER QUARTILE	46150	50350	54000	56950	59350	61100	62400	63450	64150
MEDIAN	41350	44400	46950	48950	50450	51500	52250	52850	53200
LOWER QUARTILE	37850	40000	41650	42800	43650	44200	44550	44750	44900
LOWER DECILE	34550	36300	37650	38650	39300	39750	40050	40250	40350
MEAN	42450	45800	48650	50850	52600	53850	54700	55400	55800
TOTAL NUMBER	155	173	122	92	63	77	52	85	157
OVER $93000	0	0	0	0	1	1	1	0	6
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 1533


GAS UTILITIES, SUPERVISORY
ALL ENGINEERS


GAS UTILITIES, NON-SUPERVISORY
ALL ENGINEERS

GAS UTILITIES, SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	44150	46000	47850	49650	51500	53300
UPPER QUARTILE	0	0	0	42050	43500	44950	46400	47850	49300
MEDIAN	0	0	0	38850	40050	41250	42400	43550	44700
LOWER QUARTILE	0	0	0	32150	33750	35250	36750	38200	39550
LOWER DECILE	0	0	0	26700	28550	30400	32100	33750	35250
MEAN	0	0	0	37600	39050	40450	41900	43300	44650
TOTAL NUMBER	0	1	2	5	11	10	6	21	13
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	56900	62000	66650	70700	74100	76800	78950	80900	82550
UPPER QUARTILE	52200	56300	60100	63350	66050	68050	69450	70500	70800
MEDIAN	46950	50050	52850	55200	57150	58650	59800	60750	61500
LOWER QUARTILE	42100	45350	47850	49750	51100	52000	52600	53050	53300
LOWER DECILE	37950	41150	43350	44800	45650	46200	46450	46600	46650
MEAN	47350	51000	54150	56800	58850	60400	61550	62500	63250
TOTAL NUMBER	51	73	60	37	42	46	27	54	99
OVER $93000	0	0	0	0	1	1	1	0	6
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 565

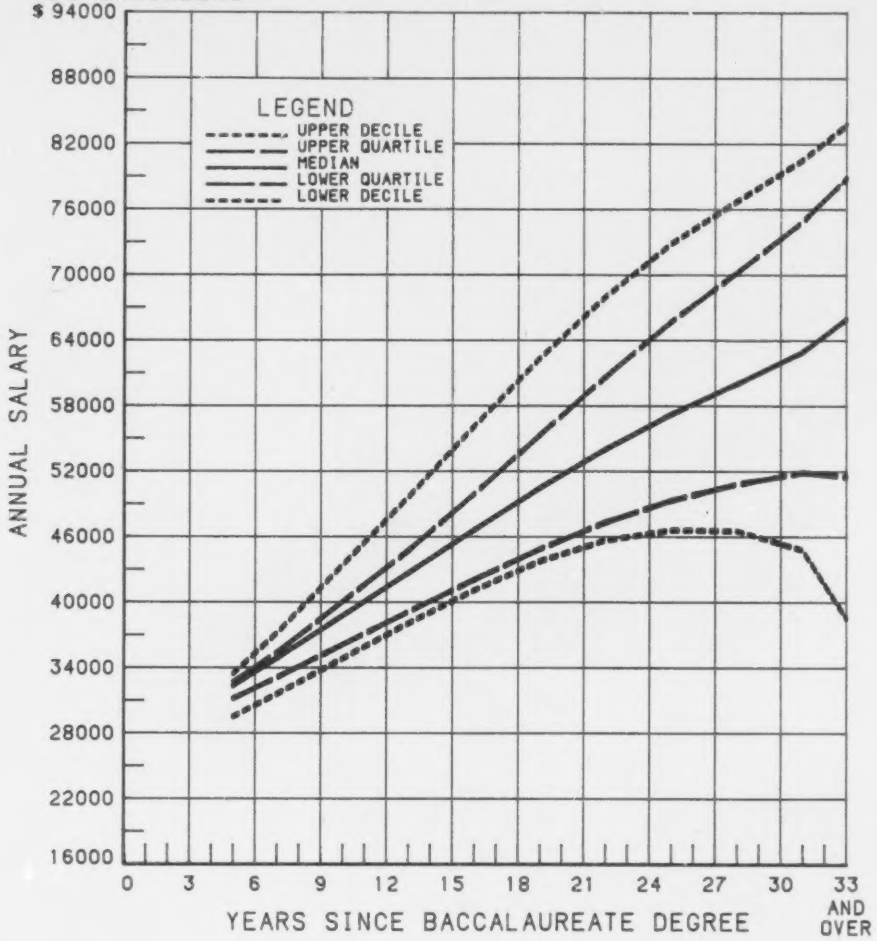
GAS UTILITIES, NON-SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	31700	33500	35250	36900	38500	40000	41450	42750	43950
UPPER QUARTILE	29850	31400	32950	34400	35800	37150	38350	39550	40600
MEDIAN	27700	29350	30950	32450	33800	35100	36250	37300	38200
LOWER QUARTILE	26350	27800	29200	30500	31700	32800	33800	34700	35500
LOWER DECILE	24450	26050	27550	28850	29950	30900	31750	32400	33000
MEAN	28050	29650	31200	32600	33950	35200	36350	37400	38350
TOTAL NUMBER	23	51	71	77	64	67	50	39	34
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	46000	48450	50100	51250	52000	52450	52700	52900	52950
UPPER QUARTILE	42500	44750	46400	47500	48300	48750	49050	49250	49350
MEDIAN	39800	41450	42550	43200	43600	43850	44000	44050	44100
LOWER QUARTILE	36800	38250	39200	39750	40100	40300	40400	40450	40500
LOWER DECILE	33850	34650	35100	35350	35450	35500	35500	35500	35500
MEAN	39900	41650	42850	43600	44050	44300	44450	44550	44600
TOTAL NUMBER	103	100	62	55	21	31	25	30	57
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 967

PROF. SOCIETIES & NON-PROFIT INST.
ALL ENGINEERS



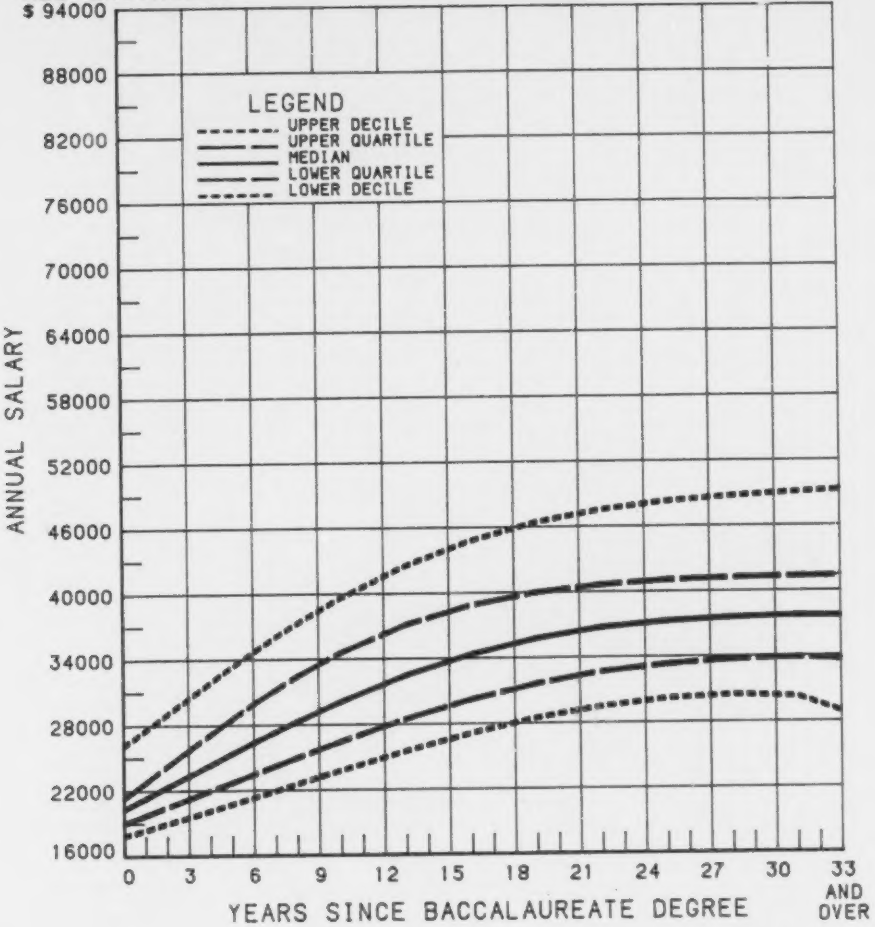
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	33450	0	37200	0
UPPER QUARTILE	0	0	0	0	0	32650	0	35400	0
MEDIAN	0	0	0	0	0	32350	0	34850	0
LOWER QUARTILE	0	0	0	0	0	31150	0	33100	0
LOWER DECILE	0	0	0	0	0	29500	0	31600	0
MEAN	0	0	0	0	0	31950	0	34650	0
TOTAL NUMBER	0	1	1	1	0	8	2	8	3
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	C	49650	56150	62400	68050	72900	76800	80550	83750
UPPER QUARTILE	0	44750	49950	55350	60700	65750	70250	74900	78850
MEDIAN	0	42700	46650	50500	54050	57250	60050	62950	65950
LOWER QUARTILE	0	39150	42100	44900	47350	49350	50850	51900	51500
LOWER DECILE	0	38100	41150	43800	45700	46650	46550	44800	38550
MEAN	0	43150	47500	51650	55350	58500	60900	63050	54250
TOTAL NUMBER	3	23	13	8	19	16	21	34	70
OVER $93000	0	0	0	0	0	0	7	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 238

CURVES AND TABLES FOR GOVERNMENT

STATE & LOCAL GOVERNMENT
ALL ENGINEERS

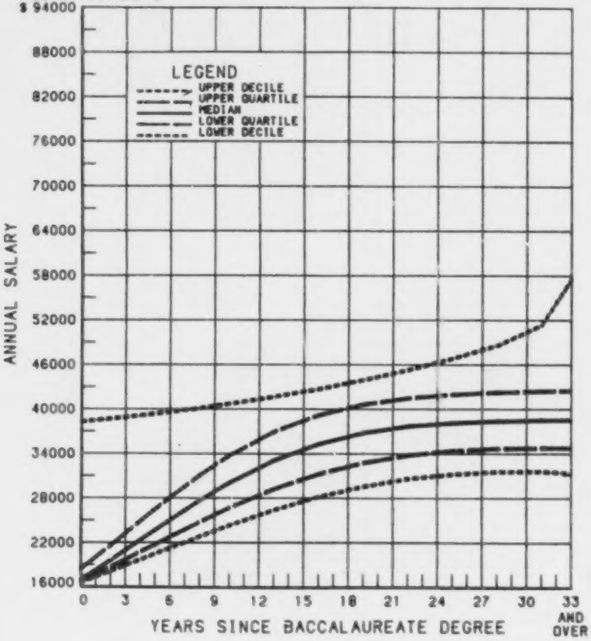


YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	26100	27550	29000	30450	31900	33350	34700	36050	37300
UPPER QUARTILE	21300	22750	24250	25700	27150	28550	29950	31200	32450
MEDIAN	20300	21300	22350	23350	24350	25400	26400	27350	28300
LOWER QUARTILE	19000	19750	20500	21250	22000	22750	23500	24250	25000
LOWER DECILE	17850	18400	19000	19550	20150	20750	21350	21950	22600
MEAN	21450	22400	23400	24450	25450	26400	27400	28350	29300
TOTAL NUMBER	58	55	50	41	32	49	53	37	31
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	1	0	0	1	0	2	0	0

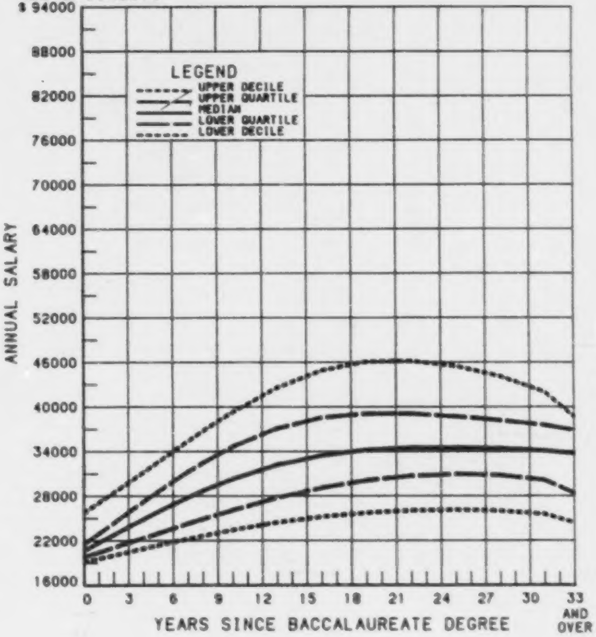
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	39600	42550	44800	46450	47550	48300	48750	49100	49300
UPPER QUARTILE	34600	37150	38900	40000	40650	41050	41250	41350	41400
MEDIAN	30100	32500	34400	35800	36750	37300	37600	37750	37700
LOWER QUARTILE	26450	28500	30250	31650	32700	33350	33750	33900	33700
LOWER DECILE	23800	25550	27150	28500	29500	30200	30500	30300	28900
MEAN	31050	33400	35300	36700	37750	38400	38800	39050	39100
TOTAL NUMBER	145	149	110	110	114	151	115	110	126
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	1	1	0	0	0	0	0	0	0

ENGINEERS COVERED - 1544

STATE & LOCAL GOVERNMENT. SUPERVISORY
ALL ENGINEERS



STATE & LOCAL GOVERNMENT. NON-SUPERVISORY
ALL ENGINEERS



STATE & LOCAL GOVERNMENT, SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	38300	38500	38700	38950	39150	39400	39650	39900	40150
UPPER QUARTILE	18450	20000	21600	23250	24900	26500	28100	29600	31100
MEDIAN	17000	18250	19600	20950	22350	23700	25050	26400	27700
LOWER QUARTILE	16750	17700	18700	19700	20750	21750	22800	23800	24800
LOWER DECILE	16650	17400	18150	18950	19700	20500	21300	22050	22850
MEAN	21250	22250	23250	24250	25250	26250	27250	28250	29200
TOTAL NUMBER	7	8	11	8	9	11	19	11	13
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	1	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	40750	41700	42750	43950	45300	46850	48600	51350	57500
UPPER QUARTILE	33750	36950	39200	40650	41500	42000	42300	42450	42550
MEDIAN	30100	33100	35300	36800	37700	38150	38400	38550	38550
LOWER QUARTILE	26700	29250	31300	32800	33800	34400	34700	34800	34800
LOWER DECILE	24350	26400	28200	29600	30650	31250	31600	31650	31400
MEAN	31050	33600	35700	37350	38600	39450	40050	40450	40700
TOTAL NUMBER	79	97	78	76	82	112	88	82	104
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	1	1	0	0	0	0	0	0	0

ENGINEERS COVERED - 904

STATE & LOCAL GOVERNMENT, NON-SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	25750	27100	28450	29800	31200	32600	34000	35400	36750
UPPER QUARTILE	21550	22950	24350	25800	27200	28600	29950	31250	32450
MEDIAN	20650	21750	22800	23850	24850	25900	26850	27800	28700
LOWER QUARTILE	19800	20450	21100	21750	22350	23000	23650	24300	24900
LOWER DECILE	19100	19600	20050	20500	20950	21400	21850	22250	22650
MEAN	21450	22400	23400	24450	25450	26400	27400	28350	29250
TOTAL NUMBER	50	47	38	33	23	38	33	26	17
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	1	0	0	1	0	1	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	39300	42600	44900	46100	46200	45500	44150	42050	38700
UPPER QUARTILE	34650	37[illegible]00	38550	39100	39100	38700	38200	37550	36900
MEDIAN	30300	32200	33450	34200	34500	34500	34400	34100	33750
LOWER QUARTILE	26100	27750	29100	30100	30700	30950	30800	30150	28400
LOWER DECILE	23450	24450	25200	25750	26050	26150	26000	25550	24400
MEAN	30900	33000	34450	35250	35450	35250	34750	33850	32550
TOTAL NUMBER	65	52	32	34	32	38	26	28	21
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 640

REGIONAL CURVES AND TABLES

REGIONAL BREAKDOWNS

NEW ENGLAND

- Connecticut
- Maine
- Massachusetts
- New Hampshire
- Rhode Island
- Vermont

MIDDLE ATLANTIC

- New Jersey
- New York
- Pennsylvania

EAST NORTH CENTRAL

- Illinois
- Indiana
- Michigan
- Ohio
- Wisconsin

WEST NORTH CENTRAL

- Iowa
- Kansas
- Minnesota
- Missouri
- Nebraska
- North Dakota
- South Dakota

SOUTH ATLANTIC

- Delaware
- District of Columbia
- Florida
- Georgia
- Maryland

SOUTH ATLANTIC (cont'd)

- North Carolina
- South Carolina
- Virginia
- West Virginia

EAST SOUTH CENTRAL

- Alabama
- Kentucky
- Mississippi
- Tennessee

WEST SOUTH CENTRAL

- Arkansas
- Louisiana
- Oklahoma
- Texas

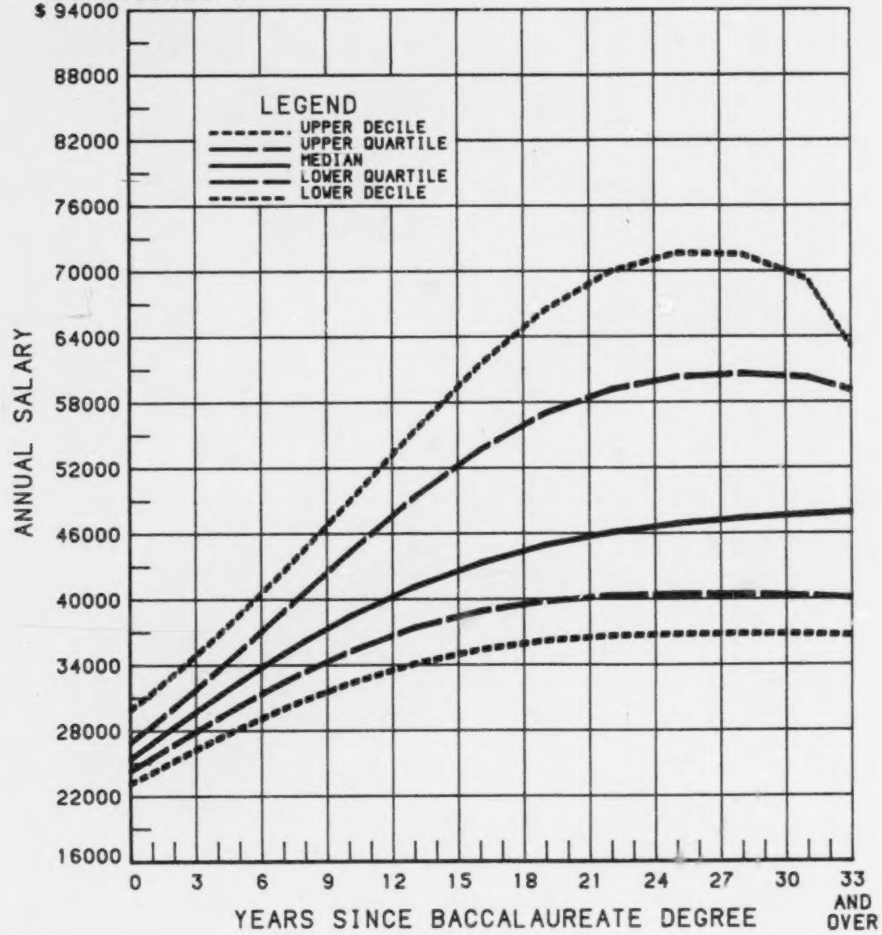
MOUNTAIN

- Arizona
- Colorado
- Idaho
- Montana
- Nevada
- New Mexico
- Utah
- Wyoming

PACIFIC

- Alaska
- California
- Hawaii
- Oregon
- Washington

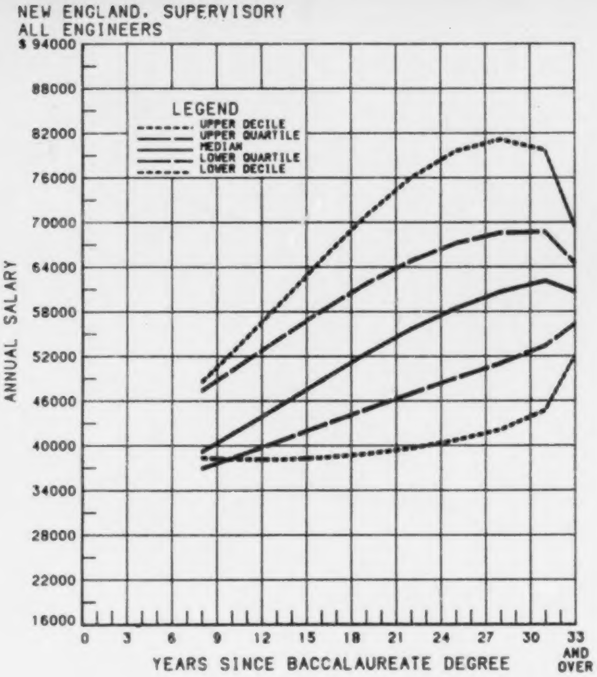
NEW ENGLAND
ALL ENGINEERS

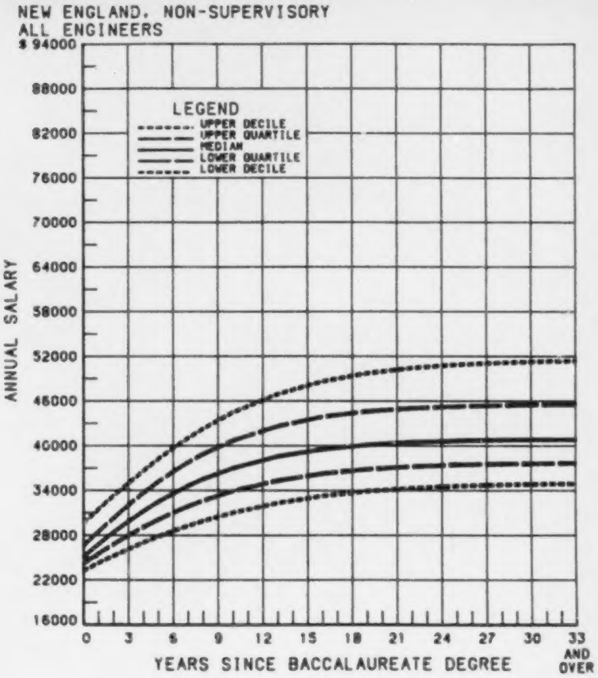


YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	29900	31500	33150	34900	36700	38600	40550	42550	44650
UPPER QUARTILE	26900	28450	30100	31750	33500	35250	37050	38850	40650
MEDIAN	25400	26850	28300	29700	31100	32450	33750	35000	36200
LOWER QUARTILE	24300	25500	26700	27900	29100	30250	31350	32400	33400
LOWER DECILE	23150	24150	25200	26250	27250	28200	29100	30000	30800
MEAN	26050	27400	28750	30100	31500	32900	34350	35750	37150
TOTAL NUMBER	81	60	81	49	125	77	33	45	61
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	48900	55350	61400	66450	69950	71650	71550	69300	63150
UPPER QUARTILE	44250	49350	53650	57000	59150	60300	60600	60250	59100
MEDIAN	38400	41150	43300	44950	46100	46900	47400	47750	47950
LOWER QUARTILE	35200	37400	38900	39800	40300	40450	40450	40300	40100
LOWER DECILE	32300	34100	35400	36200	36650	36800	36850	36800	36700
MEAN	39850	43550	46650	49000	50550	51350	51650	51550	50850
TOTAL NUMBER	181	240	103	148	105	138	33	43	132
OVER $93000	0	0	0	1	0	1	5	3	2
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 1746





NEW ENGLAND, SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	48600
UPPER QUARTILE	0	0	0	0	0	0	0	0	47400
MEDIAN	0	0	0	0	0	0	0	0	39200
LOWER QUARTILE	0	0	0	0	0	0	0	0	36950
LOWER DECILE	0	0	0	0	0	0	0	0	38350
MEAN	0	0	0	0	0	0	0	0	42000
TOTAL NUMBER	0	0	0	3	2	2	0	3	6
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	52500	58650	64950	70900	76000	79600	81150	79750	69350
UPPER QUARTILE	50100	54150	58100	61750	64850	67200	68600	68750	64500
MEDIAN	41550	45100	48750	52350	55650	58450	60650	62150	60650
LOWER QUARTILE	38350	40500	42700	44850	47000	49100	51050	53400	56350
LOWER DECILE	38200	38150	38400	38900	39650	40750	42150	44750	52050
MEAN	44200	47550	50900	54150	57100	59650	61600	63050	62000
TOTAL NUMBER	38	162	53	85	45	89	23	22	45
OVER $93000	0	0	0	1	0	1	5	3	2
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 584

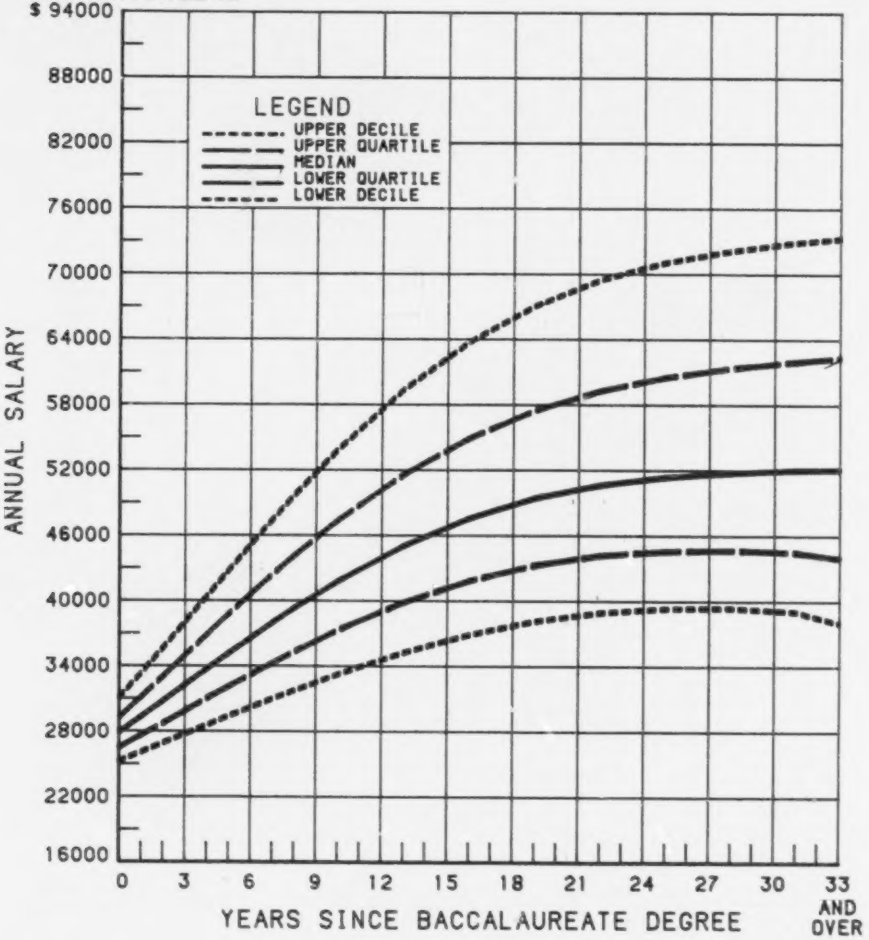
NEW ENGLAND, NON-SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	29650	31500	33300	35000	36650	38250	39700	41050	42300
UPPER QUARTILE	26600	28500	30300	32050	33700	35200	36550	37800	38900
MEDIAN	25150	26800	28400	29850	31250	32500	33600	34650	35550
LOWER QUARTILE	24200	25550	26800	28000	29100	30100	31050	31900	32650
LOWER DECILE	23250	24300	25250	26150	27050	27850	28600	29300	29950
MEAN	25750	27300	28850	30300	31650	32900	34050	35100	36050
TOTAL NUMBER	80	60	51	45	123	75	32	41	55
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	44500	46950	48650	49750	50450	50900	51150	51350	51400
UPPER QUARTILE	40700	42650	43900	44650	45050	45300	45450	45550	45550
MEDIAN	37000	38600	39550	40150	40500	40700	40800	40850	40850
LOWER QUARTILE	33950	35350	36300	36900	37250	37500	37600	37650	37700
LOWER DECILE	31050	32350	33300	33950	34350	34650	34800	34900	34950
MEAN	37650	39400	40550	41250	41700	42000	42150	42200	42250
TOTAL NUMBER	142	78	50	62	60	49	10	21	87
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 1161

MIDDLE ATLANTIC
ALL ENGINEERS

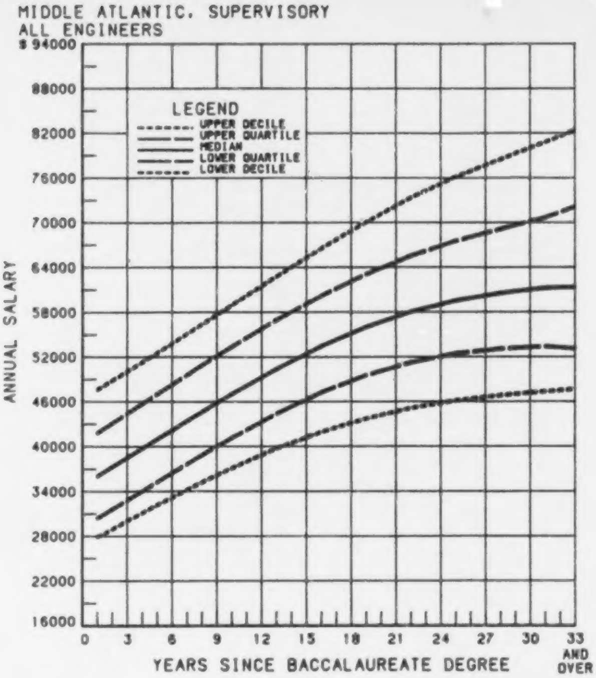


YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	31050	33300	35650	38050	40400	42800	45150	47450	49700
UPPER QUARTILE	29200	31100	33000	34950	36850	38750	40600	42400	44150
MEDIAN	27850	29300	30750	32250	33700	35150	36550	37950	39300
LOWER QUARTILE	26450	27600	28700	29850	31000	32100	33200	34250	35300
LOWER DECILE	25250	26050	26900	27750	28550	29400	30200	31000	31750
MEAN	28100	29700	31250	32850	34400	35950	37450	38900	40250
TOTAL NUMBER	808	714	708	744	661	692	511	518	441
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

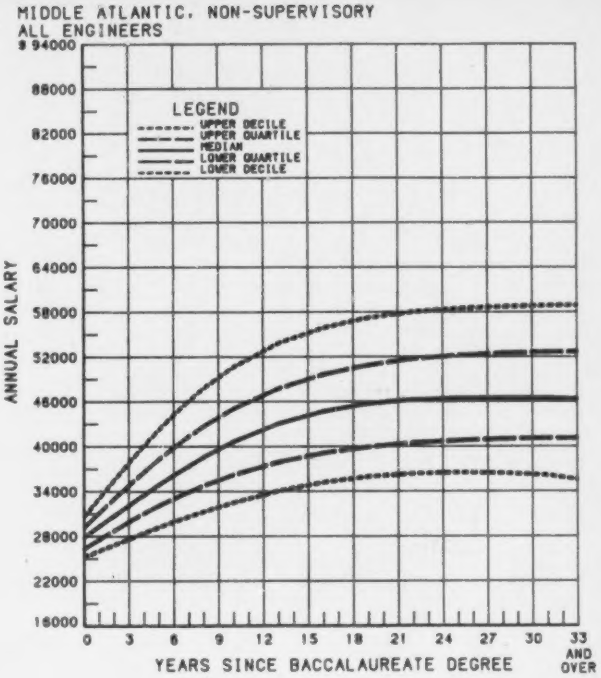
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	53900	59400	63800	67100	69500	71100	72150	72950	73300
UPPER QUARTILE	47400	51600	54950	57500	59300	60550	61400	62000	62350
MEDIAN	41800	45050	47600	49450	50650	51400	51800	52050	52100
LOWER QUARTILE	37300	39850	41850	43300	44200	44600	44700	44500	43950
LOWER DECILE	33250	35250	36900	38150	38950	39350	39400	39050	38000
MEAN	42850	46150	48750	50750	52200	53200	53850	54400	54650
TOTAL NUMBER	1296	1374	1067	1036	906	994	762	678	1450
OVER $93000	0	3	0	0	7	5	38	4	29
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 15369

MIDDLE ATLANTIC, SUPERVISORY
ALL ENGINEERS



MIDDLE ATLANTIC, NON-SUPERVISORY
ALL ENGINEERS



MIDDLE ATLANTIC, SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	47600	48850	50050	51300	52550	53800	55100	56350
UPPER QUARTILE	0	41800	43100	44400	45700	47000	48300	49600	50900
MEDIAN	0	36050	37300	38500	39750	41000	42200	43450	44550
LOWER QUARTILE	0	30400	31600	32800	34000	35200	36450	37650	38850
LOWER DECILE	0	27900	28950	30050	31100	32150	33150	34200	35200
MEAN	0	36950	38150	39350	40550	41750	42950	44200	45350
TOTAL NUMBER	4	8	14	17	40	42	59	97	77
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	58950	62800	66550	70100	73350	76200	78500	80800	82400
UPPER QUARTILE	53400	56950	60200	63100	65550	67550	69150	70700	72150
MEDIAN	47050	50400	53450	56000	58050	59550	60550	61250	61350
LOWER QUARTILE	41150	44400	47250	49550	51250	52450	53100	53400	53100
LOWER DECILE	37100	39750	41950	43750	45150	46150	46850	47350	47700
MEAN	47700	51050	54100	56750	58950	60650	61850	62850	63400
TOTAL NUMBER	281	526	434	481	401	391	374	342	603
OVER $93000	0	3	0	0	7	5	38	4	29
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 4198

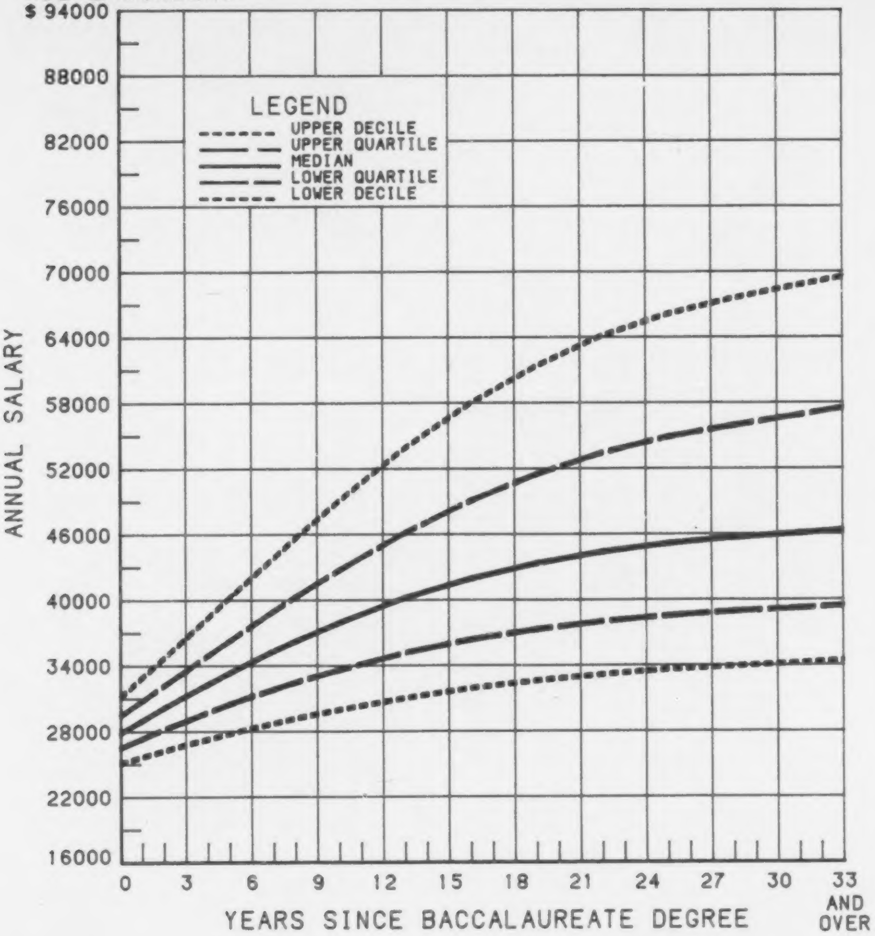
MIDDLE ATLANTIC, NON-SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30600	33050	35500	37850	40100	42250	44250	46100	47800
UPPER QUARTILE	29150	31100	33000	34850	36600	38300	39850	41350	42700
MEDIAN	27850	29300	30750	32150	33550	34900	36200	37400	38600
LOWER QUARTILE	26300	27550	28750	29950	31050	32100	33050	33950	34800
LOWER DECILE	25250	26050	26850	27650	28450	29200	29950	30650	31300
MEAN	27950	29600	31150	32650	34100	35500	36800	38000	39100
TOTAL NUMBER	803	706	694	727	621	649	452	421	363
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	50650	53850	55900	57250	58050	58500	58750	58900	58950
UPPER QUARTILE	45050	47750	49650	50900	51750	52200	52500	52650	52700
MEDIAN	40650	43050	44700	45750	46250	46450	46500	46450	46350
LOWER QUARTILE	36250	37950	39150	39950	40500	40800	41000	41100	41100
LOWER DECILE	32550	34100	35250	36000	36400	36550	36450	36150	35600
MEAN	41050	43350	44950	46050	46750	47200	47500	47650	47750
TOTAL NUMBER	1014	847	633	555	504	603	388	335	847
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 11171

EAST NORTH CENTRAL
ALL ENGINEERS

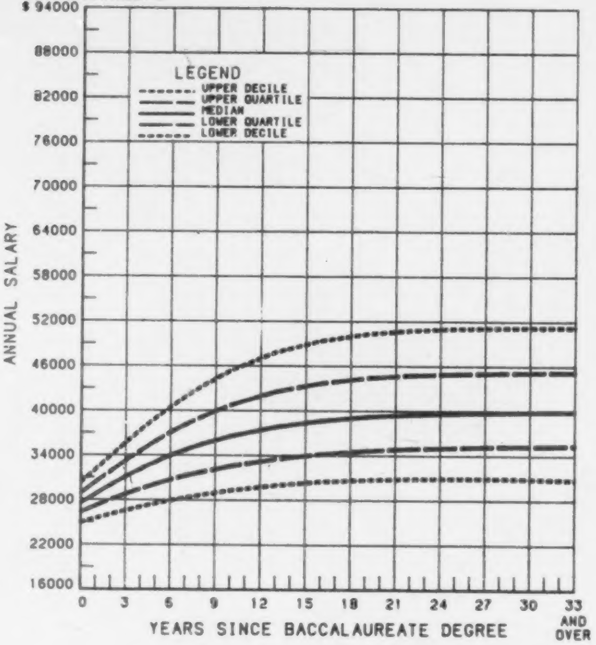


YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	31150	32950	34750	36550	38400	40250	42050	43850	45650
UPPER QUARTILE	29450	30800	32200	33550	34950	36300	37650	39000	40300
MEDIAN	27850	29000	30150	31250	32300	33350	34350	35350	36250
LOWER QUARTILE	26500	27350	28200	28950	29750	30500	31200	31850	32500
LOWER DECILE	25100	25700	26250	26800	27300	27800	28300	28750	29200
MEAN	27900	29100	30250	31400	32500	33650	34750	35800	36850
TOTAL NUMBER	504	453	490	545	686	561	523	419	464
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	15	6	6	2	4	0	2	2	0

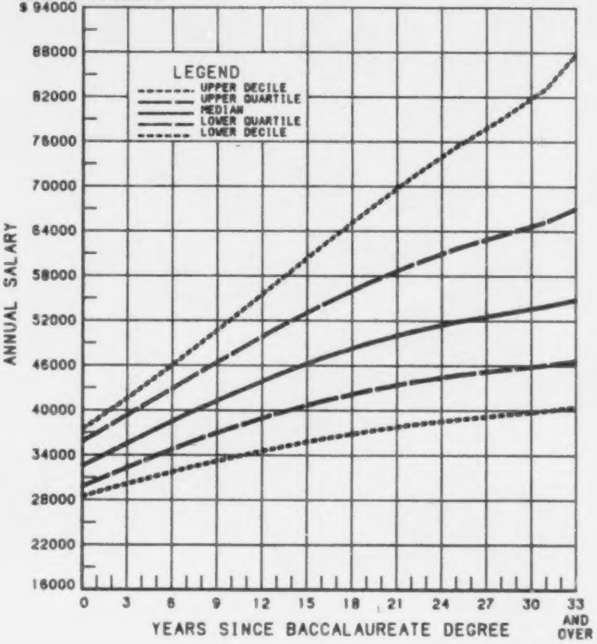
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	49100	53900	58000	61400	64150	66150	67600	68800	69550
UPPER QUARTILE	42750	46150	49100	51500	53450	54900	55950	56900	57550
MEDIAN	37950	40200	41950	43350	44400	45150	45700	46100	46350
LOWER QUARTILE	33650	35200	36400	37350	38050	38550	38950	39250	39450
LOWER DECILE	30000	31050	31950	32650	33200	33650	33950	34250	34450
MEAN	38800	41500	43750	45600	47050	48200	49000	49700	50200
TOTAL NUMBER	1266	1217	974	796	694	680	605	583	1015
OVER $93000	0	0	0	3	31	3	9	18	39
UNDER $18000	2	2	2	0	1	0	0	0	0

ENGINEERS COVERED - 12485

EAST NORTH CENTRAL. NON-SUPERVISORY
ALL ENGINEERS



EAST NORTH CENTRAL. SUPERVISORY
ALL ENGINEERS



EAST NORTH CENTRAL, SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	37450	38800	40200	41600	43100	44550	46050	47600	49150
UPPER QUARTILE	35800	36950	38150	39350	40550	41700	42900	44100	45300
MEDIAN	32550	33550	34550	35550	36550	37550	38500	39500	40400
LOWER QUARTILE	29800	30650	31500	32350	33150	34000	34750	35550	36300
LOWER DECILE	28500	29050	29650	30200	30700	31250	31750	32300	32750
MEAN	32900	33950	35000	36050	37050	38100	39150	40150	41200
TOTAL NUMBER	16	18	68	43	83	91	96	69	120
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	52300	57150	62000	66700	71200	75350	79050	83150	87750
UPPER QUARTILE	47600	51000	54100	57000	59500	61700	63500	65300	67050
MEDIAN	42200	44750	47000	48950	50550	51900	52950	54000	54850
LOWER QUARTILE	37700	39600	41250	42650	43800	44750	45450	46100	46650
LOWER DECILE	33700	35000	36200	37200	38100	38800	39400	40000	40500
MEAN	43150	46000	48600	50900	52950	54650	56000	57400	58700
TOTAL NUMBER	385	390	399	384	331	370	333	346	551
OVER $93000	0	0	0	3	31	3	9	18	39
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 4102

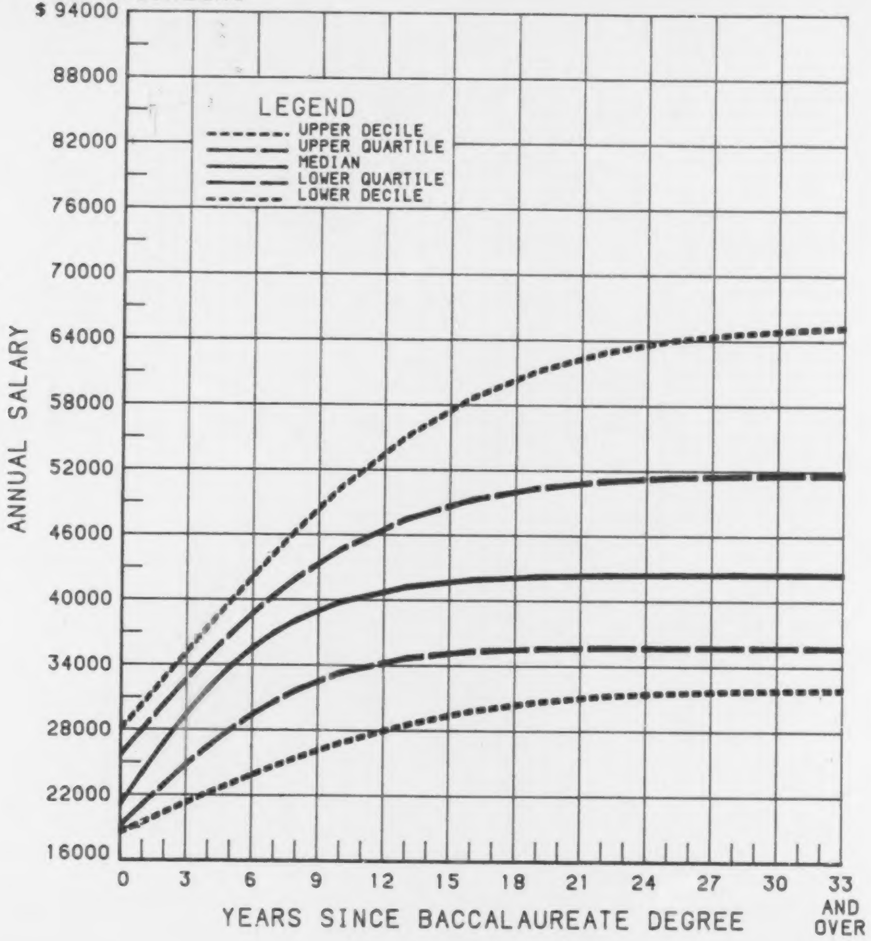
EAST NORTH CENTRAL, NON-SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30300	32100	33900	35650	37350	38950	40450	41850	43150
UPPER QUARTILE	28850	30400	31850	33250	34600	35850	37050	38100	39050
MEDIAN	27500	28750	29950	31100	32100	33050	33950	34700	35400
LOWER QUARTILE	26300	27150	28000	28750	29450	30100	30700	31250	31700
LOWER DECILE	24950	25500	26050	26550	27050	27500	27900	28300	28650
MEAN	27300	28650	29900	31050	32150	33200	34100	34950	35750
TOTAL NUMBER	487	435	422	501	603	470	426	350	344
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	15	6	6	2	4	0	2	2	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	45400	47850	49400	50300	50800	51050	51150	51200	51200
UPPER QUARTILE	40750	42550	43700	44400	44800	45000	45100	45200	45200
MEDIAN	36550	37800	38650	39200	39500	39700	39800	39900	39900
LOWER QUARTILE	32550	33500	34200	34650	34950	35100	35250	35300	35350
LOWER DECILE	29300	30000	30500	30750	30900	30950	30950	30850	30750
MEAN	37050	38450	39400	40050	40450	40650	40800	40900	40950
TOTAL NUMBER	880	827	574	412	363	310	271	237	463
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	2	2	2	0	1	0	0	0	0

ENGINEERS COVERED - 8382

WEST NORTH CENTRAL
ALL ENGINEERS

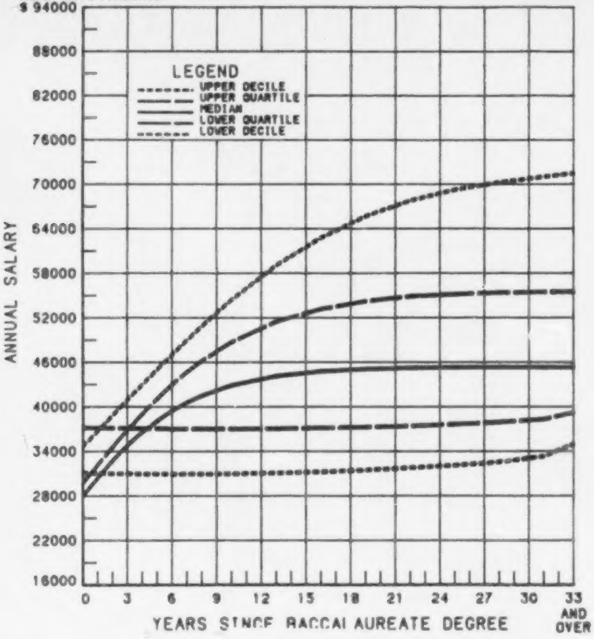


YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	28100	30400	32800	35150	37550	39900	42150	44350	46450
UPPER QUARTILE	25700	28050	30400	32650	34850	36850	38750	40500	42050
MEDIAN	21100	24050	26850	29450	31800	33850	35550	37000	38150
LOWER QUARTILE	19150	21100	22950	24800	26500	28050	29450	30650	31700
LOWER DECILE	18550	19450	20400	21300	22200	23050	23900	24700	25450
MEAN	22550	24650	26750	28800	30750	32600	34300	35850	37200
TOTAL NUMBER	169	140	168	154	132	177	175	147	169
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	3	0	0	0	0	3	0	0

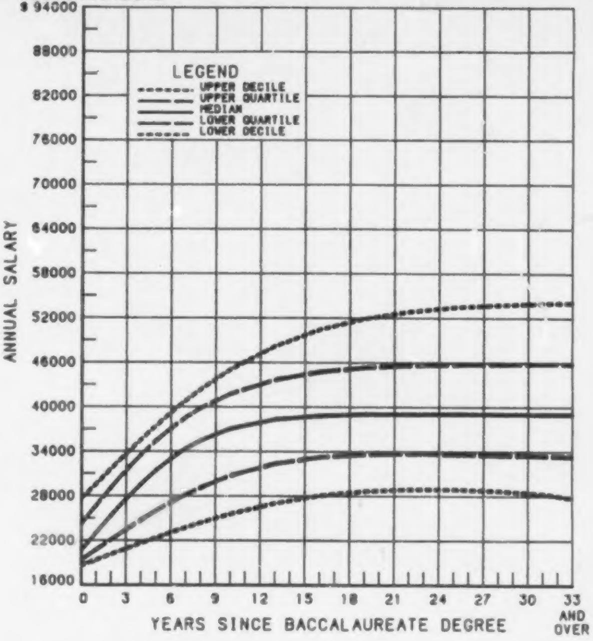
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	50350	55100	58700	61200	62900	64000	64650	65050	65250
UPPER QUARTILE	44650	47500	49300	50400	51050	51400	51550	51650	51650
MEDIAN	39850	41250	41950	42250	42400	42450	42500	42500	42500
LOWER QUARTILE	33300	34700	35350	35600	35700	35700	35750	35750	35750
LOWER DECILE	26850	28550	29850	30700	31250	31550	31750	31850	31900
MEAN	39550	42050	43600	44500	45050	45350	45500	45550	45600
TOTAL NUMBER	481	497	341	299	260	286	269	253	509
OVER $93000	0	0	0	0	7	3	2	3	25
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 4634

WEST NORTH CENTRAL, SUPERVISORY
ALL ENGINEERS



WEST NORTH CENTRAL, NON-SUPERVISORY
ALL ENGINEERS



WEST NORTH CENTRAL, SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	34700	0	38850	40950	43000	45050	47050	49000	50900
UPPER QUARTILE	29700	0	34600	36900	39050	41100	43000	44700	46200
MEDIAN	28000	0	32750	34800	36600	38150	39500	40600	41500
LOWER QUARTILE	37200	0	37150	37150	37100	37100	37050	37050	37050
LOWER DECILE	31100	0	31000	31000	30950	30950	30950	30950	30950
MEAN	29550	0	33250	35000	36600	38100	39450	40700	41800
TOTAL NUMBER	18	4	18	10	43	58	58	36	72
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	54450	59100	62800	65700	67800	69300	70300	71050	71500
UPPER QUARTILE	48750	51500	53200	54250	54900	55200	55400	55500	55500
MEDIAN	42900	44150	44800	45100	45250	45350	45350	45350	45350
LOWER QUARTILE	37050	37100	37200	37300	37450	37700	37950	38350	39250
LOWER DECILE	31000	31100	31250	31500	31800	32150	32600	33350	35000
MEAN	43650	45700	47000	47850	48350	48650	48800	48900	48900
TOTAL NUMBER	170	258	192	152	150	164	171	150	327
OVER $93000	0	0	0	0	7	2	2	3	24
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 2068

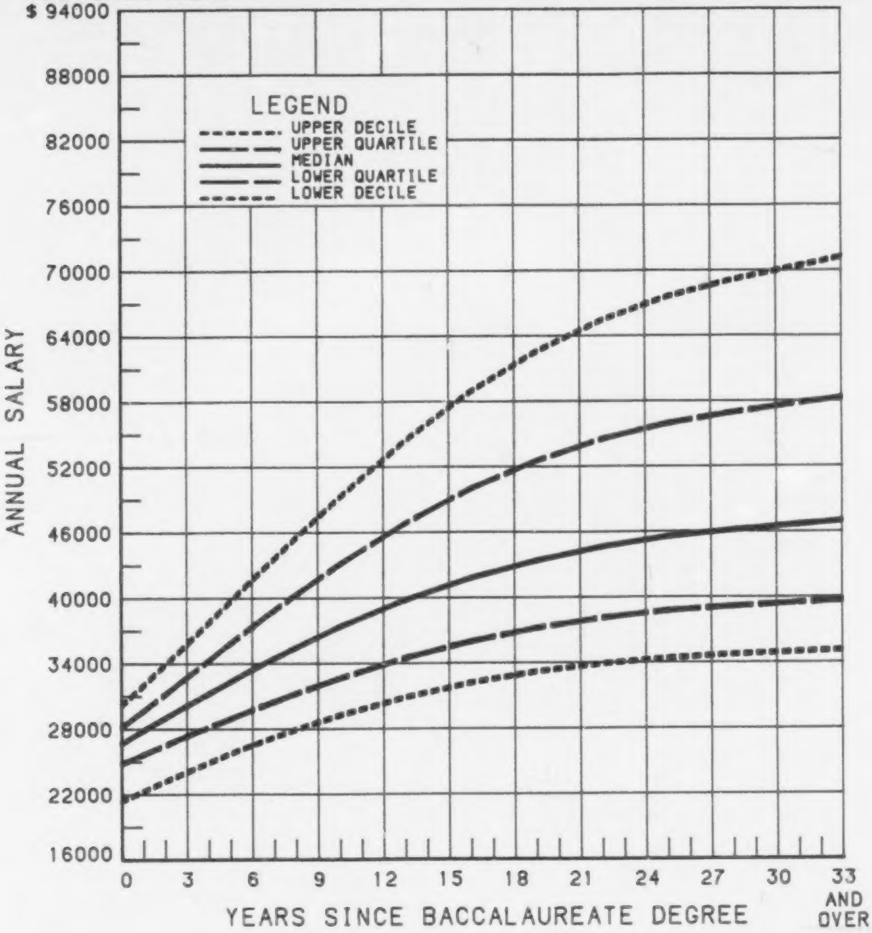
WEST NORTH CENTRAL, NON-SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	27650	29650	31700	33700	35600	37450	39250	40900	42800
UPPER QUARTILE	24200	26700	29150	31450	33550	35450	37100	39600	39850
MEDIAN	20600	23000	25350	27550	29600	31450	33050	34400	35500
LOWER QUARTILE	19350	20750	22100	23450	24750	26000	27150	28200	29150
LOWER DECILE	18600	19400	20150	20900	21650	22350	23100	23750	24400
MEAN	22050	23950	25850	27600	29250	30800	32200	33450	34550
TOTAL NUMBER	151	135	150	144	89	118	116	110	96
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	3	0	0	0	0	3	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	45100	48250	50500	51950	52900	53500	53800	54050	54100
UPPER QUARTILE	41800	43700	44800	45350	45650	45750	45800	45550	45850
MEDIAN	37100	38350	38850	39050	39050	39100	39050	39050	39050
LOWER QUARTILE	30800	32400	33300	33650	33750	33650	33550	33450	33350
LOWER DECILE	25600	27050	28100	28700	28950	28950	28750	28350	27750
MEAN	36350	38200	39300	39900	40250	40450	40550	40600	40650
TOTAL NUMBER	311	239	149	147	109	121	98	93	182
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $15000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 2565

SOUTH ATLANTIC
ALL ENGINEERS

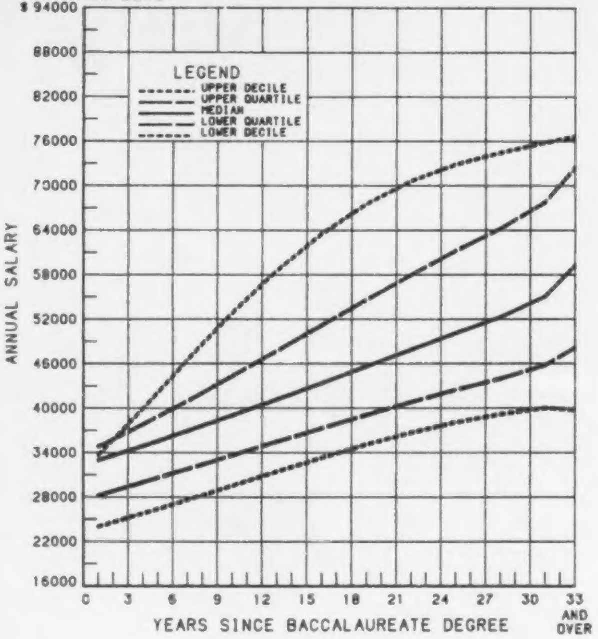


YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30150	32000	33900	35800	37750	39700	41700	43600	45550
UPPER QUARTILE	28150	29650	31200	32750	34300	35850	37350	38850	40300
MEDIAN	26650	27850	29000	30150	31250	32350	33450	34450	35450
LOWER QUARTILE	24800	25650	26500	27350	28150	28950	29750	30500	31250
LOWER DECILE	21400	22300	23200	24050	24900	25750	26500	27250	27950
MEAN	26400	27650	28950	30200	31450	32700	33900	35050	36200
TOTAL NUMBER	220	305	266	297	336	289	338	160	248
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

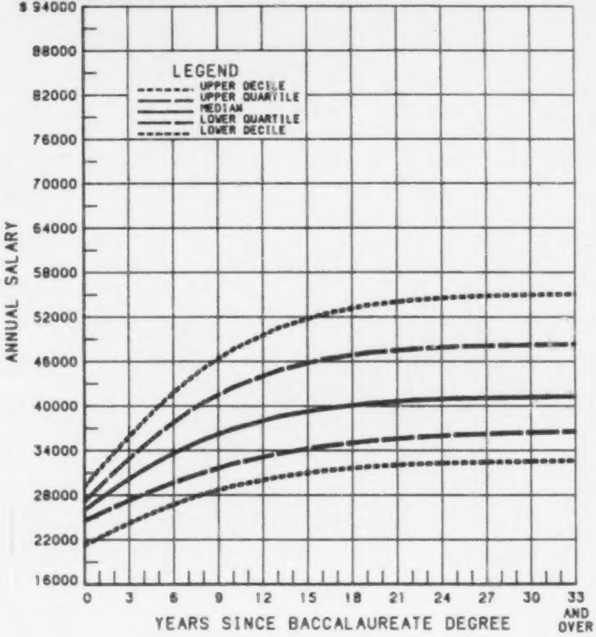
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	49250	54400	58900	62550	65450	67600	69150	70400	71200
UPPER QUARTILE	43100	46850	50000	52550	54500	55950	56950	57800	58300
MEDIAN	37350	39800	41800	43400	44650	45550	46150	46700	47000
LOWER QUARTILE	32650	34500	36000	37200	38100	38750	39150	39500	39700
LOWER DECILE	29250	30900	32200	33200	33900	34400	34750	35000	35150
MEAN	38400	41300	43800	45750	47300	48450	49300	50000	50400
TOTAL NUMBER	682	615	571	460	474	581	515	342	752
OVER $93000	0	0	0	0	0	0	0	4	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 7461

SOUTH ATLANTIC. SUPERVISORY
ALL ENGINEERS



SOUTH ATLANTIC. NON-SUPERVISORY
ALL ENGINEERS



SOUTH ATLANTIC, SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	33650	35750	0	40000	42200	44350	45550	48700
UPPER QUARTILE	0	34800	35800	0	37850	38900	39950	41000	42100
MEDIAN	0	32950	33600	0	34900	35550	36250	36950	37650
LOWER QUARTILE	0	28200	28800	0	30000	30600	31200	31800	32400
LOWER DECILE	0	24000	24600	0	25800	26400	27000	27650	28250
MEAN	0	31400	32300	0	34150	35100	36050	37000	37950
TOTAL NUMBER	0	13	17	3	39	27	57	34	34
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	52850	58600	63550	67550	70650	72900	74500	75850	76650
UPPER QUARTILE	44350	47750	51200	54650	58000	61250	64250	67800	72400
MEDIAN	39050	41200	43400	45650	47900	50150	52300	55100	59250
LOWER QUARTILE	33650	35500	37300	39100	40850	42500	44000	45800	48150
LOWER DECILE	29550	31450	33300	35100	36700	38100	39200	40050	39750
MEAN	39850	42700	45450	48100	50550	52750	54750	56900	59350
TOTAL NUMBER	243	288	272	234	204	355	285	198	375
OVER $93000	0	0	0	0	0	0	0	4	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 2694

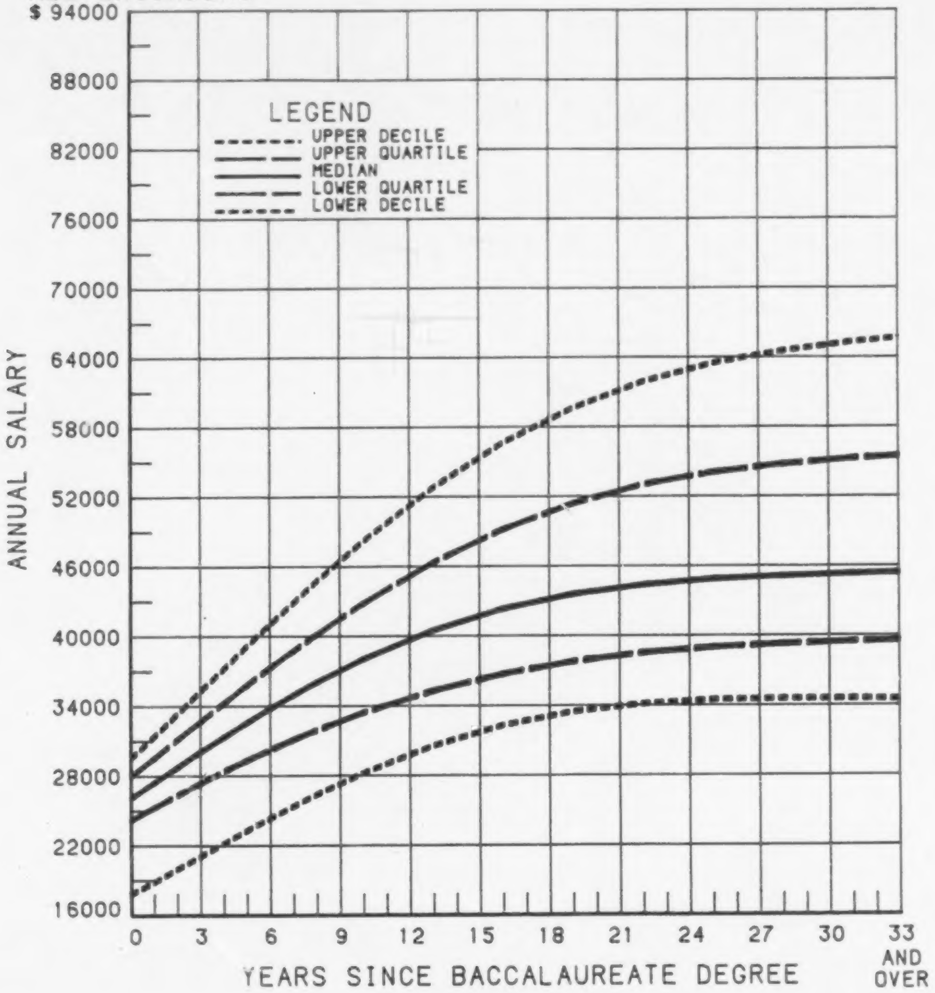
SOUTH ATLANTIC, NON-SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	29100	31450	33700	35900	38000	40000	41800	43500	45050
UPPER QUARTILE	27100	29100	31050	32900	34650	36300	37800	39200	40450
MEDIAN	25950	27450	28850	30200	31450	32600	33650	34600	35500
LOWER QUARTILE	24500	25500	26400	27300	28150	28950	29700	30400	31050
LOWER DECILE	21250	22300	23300	24200	25150	26000	26750	27500	28150
MEAN	25850	27350	28800	30200	31550	32800	33950	35050	36000
TOTAL NUMBER	220	292	248	294	296	262	271	126	214
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	47650	50500	52400	53600	54300	54700	54950	55050	55100
UPPER QUARTILE	42550	44800	46300	47200	47700	48050	48200	48300	48350
MEDIAN	36950	38600	39650	40350	40800	41050	41150	41250	41300
LOWER QUARTILE	32250	33600	34600	35300	35800	36150	36350	36500	36600
LOWER DECILE	29250	30450	31300	31850	32200	32400	32500	32600	32650
MEAN	37700	39600	40900	41750	42300	42650	42850	43000	43050
TOTAL NUMBER	438	327	299	225	270	225	230	188	377
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 4767

EAST SOUTH CENTRAL
ALL ENGINEERS

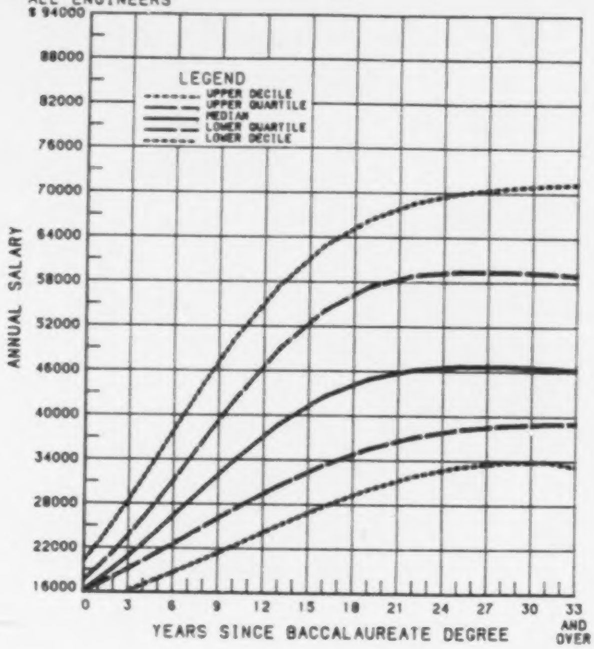


YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	29550	31450	33350	35300	37200	39150	41050	42900	44750
UPPER QUARTILE	28000	29550	31150	32700	34250	35800	37300	38750	40150
MEDIAN	26100	27450	28750	30100	31350	32600	33800	34950	36050
LOWER QUARTILE	24200	25300	26350	27400	28400	29350	30250	31150	31950
LOWER DECILE	17850	18900	20000	21100	22200	23300	24350	25400	26400
MEAN	25100	26600	28050	29500	30950	32350	33700	35000	36250
TOTAL NUMBER	100	82	122	179	142	134	131	107	107
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	5	0	3	0	0

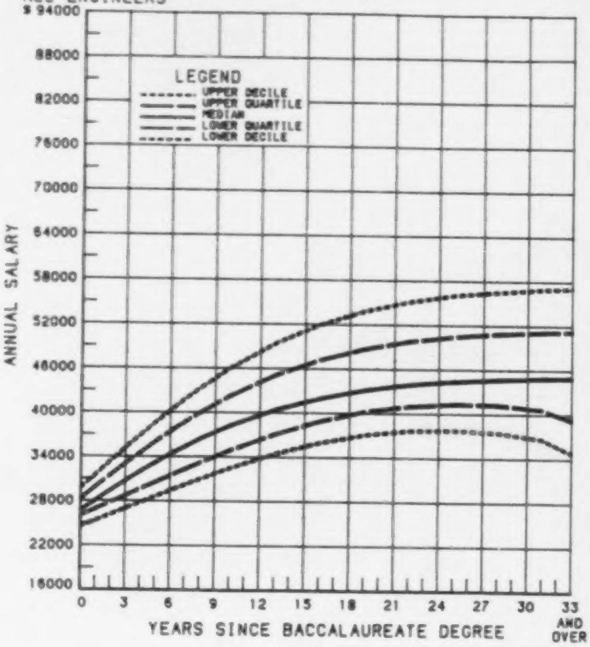
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	48200	52800	56650	59650	61900	63500	64550	65350	65700
UPPER QUARTILE	42850	46350	49200	51400	53050	54100	54800	55300	55500
MEDIAN	38050	40500	42350	43600	44400	44900	45150	45350	45450
LOWER QUARTILE	33450	35300	36750	37800	38550	39000	39300	39500	39600
LOWER DECILE	28250	30600	32350	33500	34150	34500	34600	34600	34550
MEAN	38550	41450	43700	45400	46600	47400	47850	48200	48300
TOTAL NUMBER	456	442	319	292	298	296	198	246	632
OVER $93000	0	0	0	0	0	0	0	0	2
UNDER $18000	0	3	0	0	0	0	0	0	0

ENGINEERS COVERED - 4291

EAST SOUTH CENTRAL, SUPERVISORY
ALL ENGINEERS



EAST SOUTH CENTRAL, NON-SUPERVISORY
ALL ENGINEERS



EAST SOUTH CENTRAL, SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	20200	22750	25550	28500	31600	34750	37950	0	44300
UPPER QUARTILE	17550	19450	21500	23750	26100	28600	31200	0	36600
MEDIAN	16150	17650	19250	20900	22650	24450	26350	0	30100
LOWER QUARTILE	16050	17050	18100	19200	20300	21450	22600	0	24950
LOWER DECILE	14000	14700	15450	16250	17050	17900	18750	0	20550
MEAN	17600	19200	20950	22750	24650	26550	28550	0	32450
TOTAL NUMBER	14	17	28	27	24	23	41	8	15
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	5	0	3	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	50150	57500	62850	66400	68650	69950	70650	71100	71250
UPPER QUARTILE	41900	48950	54150	57350	58900	59400	59400	59200	58950
MEDIAN	33800	38750	42550	44950	46200	46700	46700	46500	46250
LOWER QUARTILE	27250	30500	33300	35550	37100	38150	38700	39000	39050
LOWER DECILE	22350	25150	27750	30050	31850	33100	33750	33900	33200
MEAN	36200	41050	44700	47150	48550	49250	49600	49750	49750
TOTAL NUMBER	135	187	167	134	171	173	108	147	298
OVER $93000	0	0	0	0	0	0	0	0	2
UNDER $18000	0	3	0	0	0	0	0	0	0

ENGINEERS COVERED - 1723

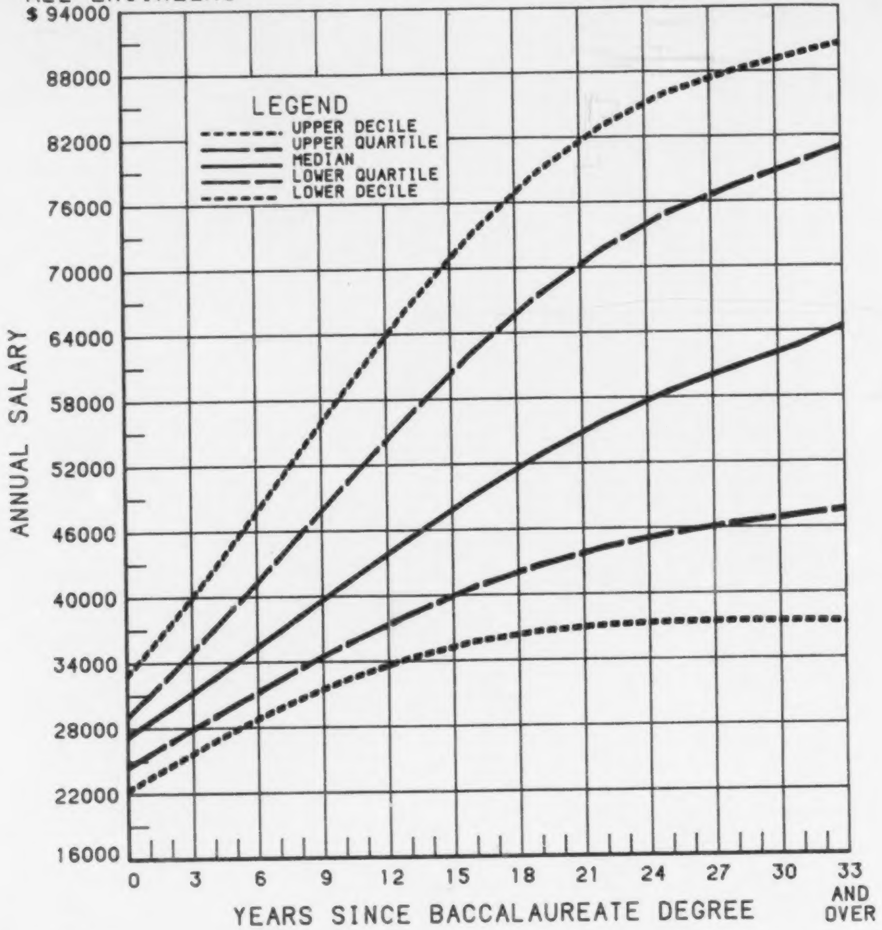
EAST SOUTH CENTRAL, NON-SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	29750	31550	33400	35200	36950	38650	40250	41850	43300
UPPER QUARTILE	28250	29900	31500	33050	34550	36050	37450	38750	40000
MEDIAN	26650	28050	29400	30700	32000	33200	34350	35400	36450
LOWER QUARTILE	25950	26900	27800	28700	29650	30550	31450	32350	33200
LOWER DECILE	24550	25350	26150	27000	27800	28650	29450	30250	31000
MEAN	26700	28150	29600	31000	32350	33650	34900	36050	37100
TOTAL NUMBER	86	64	94	151	117	110	89	102	91
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	46050	49400	52000	53850	55150	56050	56550	56950	57100
UPPER QUARTILE	42300	45100	47200	48750	49800	50450	50900	51150	51250
MEDIAN	38250	40400	42000	43150	43950	44400	44700	44900	44950
LOWER QUARTILE	34900	37100	38900	40250	41000	41350	41250	40650	39200
LOWER DECILE	32500	34450	36000	37100	37700	37800	37500	36650	34750
MEAN	39000	41350	43050	44250	45050	45550	45850	46000	46100
TOTAL NUMBER	321	254	151	157	126	123	90	99	333
OVER $93000	0	0	[illegible]	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 2567

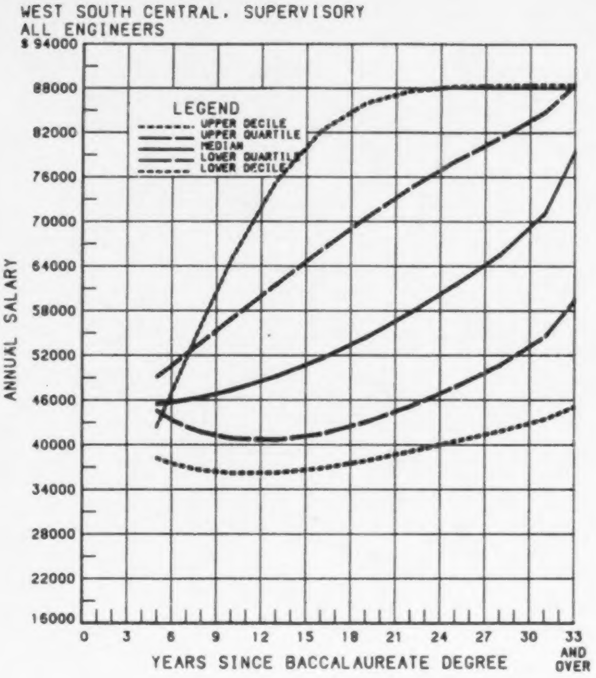
WEST SOUTH CENTRAL
ALL ENGINEERS

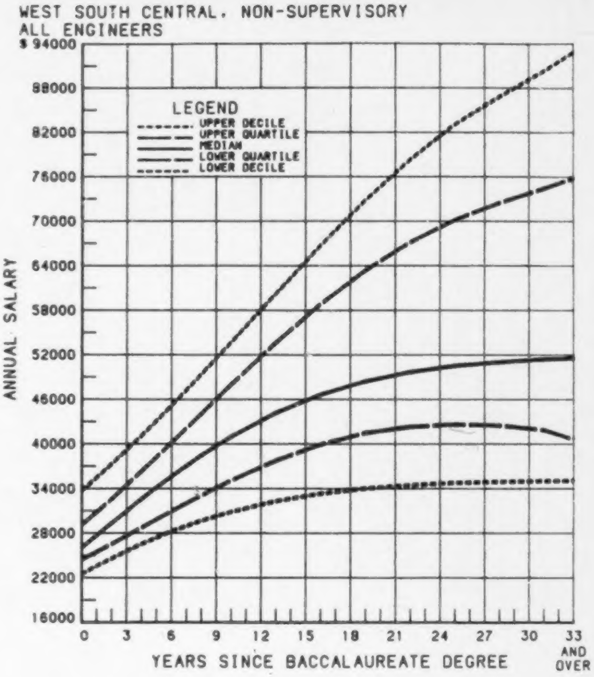


YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	32800	35100	37450	39900	42450	45100	47750	50450	53200
UPPER QUARTILE	29050	30950	32900	34900	37000	39100	41250	43450	45650
MEDIAN	27250	28550	29850	31200	32550	33950	35350	36750	38200
LOWER QUARTILE	24450	25600	26750	27900	29000	30150	31250	32350	33450
LOWER DECILE	22300	23450	24550	25650	26750	27800	28800	29750	30650
MEAN	27100	28650	30250	31900	33550	35200	36900	38550	40200
TOTAL NUMBER	114	108	101	193	170	195	206	179	175
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	58600	66350	73150	78750	83000	86050	88050	89600	90600
UPPER QUARTILE	50050	56400	62300	67400	71650	74950	77400	79550	81000
MEDIAN	41050	45200	49150	52750	55900	58550	60700	62750	64450
LOWER QUARTILE	35500	38300	40750	42700	44300	45500	46400	47150	47650
LOWER DECILE	32300	34300	35750	36650	37150	37400	37450	37450	37350
MEAN	43450	48100	52200	55700	58550	60800	62400	63850	64800
TOTAL NUMBER	523	582	462	496	372	285	266	113	358
OVER $93000	1	0	3	39	19	0	5	62	136
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 4907





WEST SOUTH CENTRAL, SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	42450	47000	51600	56200
UPPER QUARTILE	0	0	0	0	0	49150	50650	52200	53750
MEDIAN	0	0	0	0	0	45500	45750	46050	45400
LOWER QUARTILE	0	0	0	0	0	44600	43350	42400	41700
LOWER DECILE	0	0	0	0	0	38200	37500	37000	36500
MEAN	0	0	0	0	0	45550	45450	47250	48100
TOTAL NUMBER	0	0	3	0	0	10	19	37	41
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	64900	75450	82300	86000	87650	88250	88400	88450	88450
UPPER QUARTILE	56900	61550	66150	70500	74550	78200	81350	84800	88500
MEDIAN	47350	49200	51550	54400	57750	61500	65550	71150	79400
LOWER QUARTILE	40850	40650	41450	43050	45200	47800	50700	54500	59350
LOWER DECILE	36200	36250	36850	37850	39100	40500	41850	43450	45100
MEAN	49800	52400	55100	57800	60550	63350	66100	69650	75300
TOTAL NUMBER	130	208	185	184	146	121	96	97	242
OVER $93000	1	0	3	39	19	0	5	62	96
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 1526

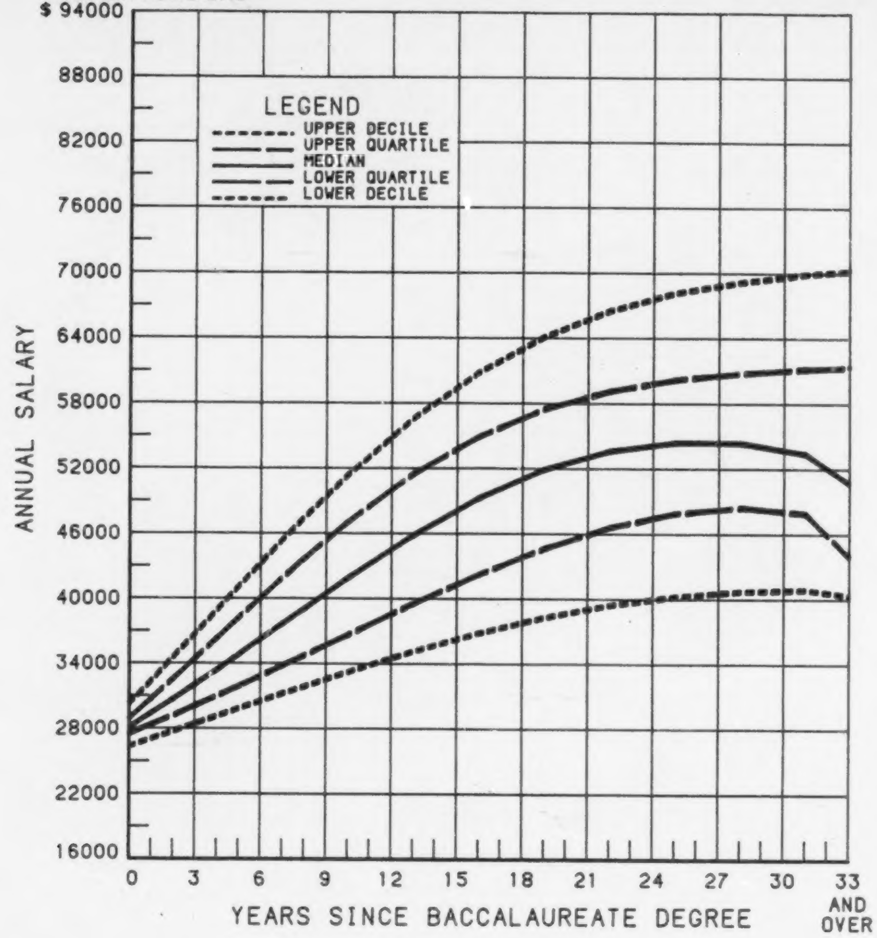
WEST SOUTH CENTRAL, NON-SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	33750	35500	37350	39250	41150	43150	45200	47250	49400
UPPER QUARTILE	29100	30850	32600	34450	36350	38250	40200	42150	44100
MEDIAN	26050	27700	29350	30950	32600	34150	35650	37100	38500
LOWER QUARTILE	24400	25500	26550	27650	28750	29850	30950	32050	33100
LOWER DECILE	22500	23600	24600	25600	26550	27400	28250	29000	29700
MEAN	26950	28450	30000	31500	33050	34600	36150	37650	39100
TOTAL NUMBER	114	108	98	193	169	185	187	141	134
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	53700	50250	66750	72850	78350	83100	86850	90350	92900
UPPER QUARTILE	48000	53650	58850	63400	57200	70200	72500	74450	75850
MEDIAN	41000	44200	46650	48450	49700	50550	51050	51450	51600
LOWER QUARTILE	35100	37800	39950	41500	42350	42650	42500	41900	40650
LOWER DECILE	30900	32350	33350	34050	34500	34800	34950	35050	35100
MEAN	41950	45850	49150	51850	54000	55600	56700	57600	59150
TOTAL NUMBER	392	373	277	311	226	164	170	15	116
OVER $93000	0	0	0	0	0	0	0	0	39
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 3391

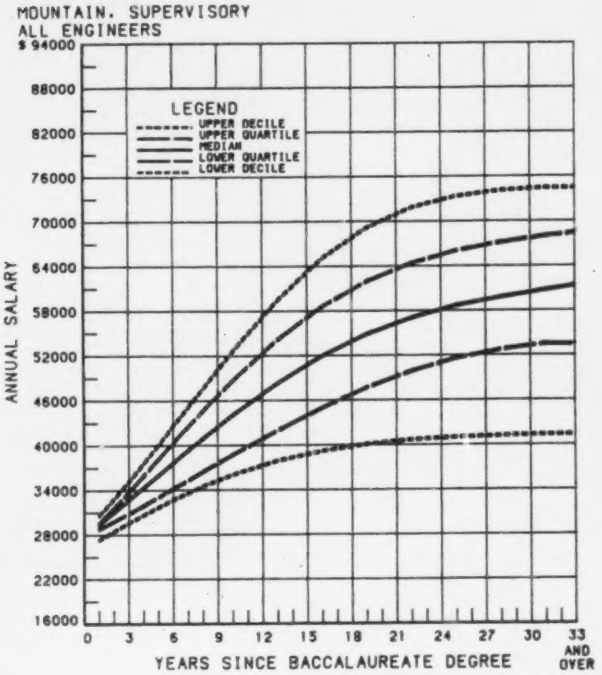
MOUNTAIN
ALL ENGINEERS

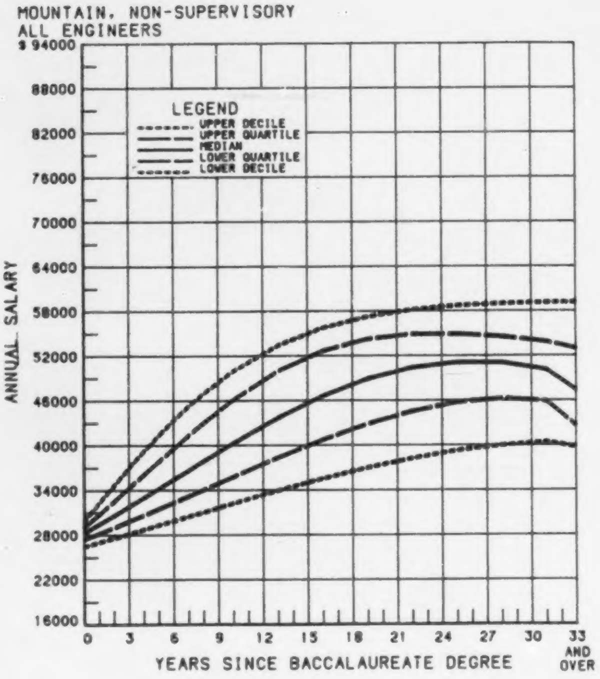


YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30250	32350	34550	36700	38900	41100	43250	45400	47450
UPPER QUARTILE	28900	30700	32550	34400	36300	38200	40050	41900	43700
MEDIAN	28100	29400	30700	32050	33400	34800	36250	37650	39050
LOWER QUARTILE	27500	28350	29200	30100	31000	31900	32850	33800	34750
LOWER DECILE	26350	27050	27750	28450	29150	29850	30550	31250	31900
MEAN	28400	29700	31050	32400	33800	35200	36600	38000	39400
TOTAL NUMBER	54	80	112	76	97	122	128	118	78
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	51400	56600	60850	64150	66550	68200	69200	69950	70250
UPPER QUARTILE	47050	51500	54950	57500	59150	60200	60800	61200	61350
MEDIAN	41900	45850	49300	51950	53650	54450	54400	53400	50700
LOWER QUARTILE	36650	39550	42250	44650	46600	47900	48450	47900	43950
LOWER DECILE	33250	35150	36850	38300	39450	40250	40750	40900	40350
MEAN	42100	45950	49250	51800	53600	54600	55000	54750	53700
TOTAL NUMBER	208	210	148	152	145	166	132	112	207
OVER $93000	0	0	0	0	0	0	0	0	3
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 2354





MOUNTAIN, SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	30600	32850	35200	37600	40050	42600	45150	47650
UPPER QUARTILE	0	29550	31600	33750	35950	38150	40350	42500	44650
MEDIAN	0	29400	31050	32700	34350	36000	37650	39300	40900
LOWER QUARTILE	0	28750	29800	30850	31950	33050	34200	35300	36450
LOWER DECILE	0	27300	28450	29600	30650	31700	32700	33600	34500
MEAN	0	29300	31000	32650	34350	36050	37800	39450	41150
TOTAL NUMBER	0	5	10	6	9	52	49	50	17
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	52650	59450	65050	69150	71850	73350	74100	74450	74450
UPPER QUARTILE	48700	54150	58600	61950	64400	66050	67150	68000	68450
MEDIAN	44050	48300	51950	54850	57050	58700	59800	60750	61350
LOWER QUARTILE	38700	41950	45000	47700	49900	51600	52750	53500	53450
LOWER DECILE	36050	37900	39200	40100	40700	41000	41200	41350	41400
MEAN	44350	48700	52350	55200	57300	58800	59750	60500	60950
TOTAL NUMBER	80	104	71	62	82	75	70	52	82
OVER $93000	0	0	0	0	0	0	0	0	3
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 884

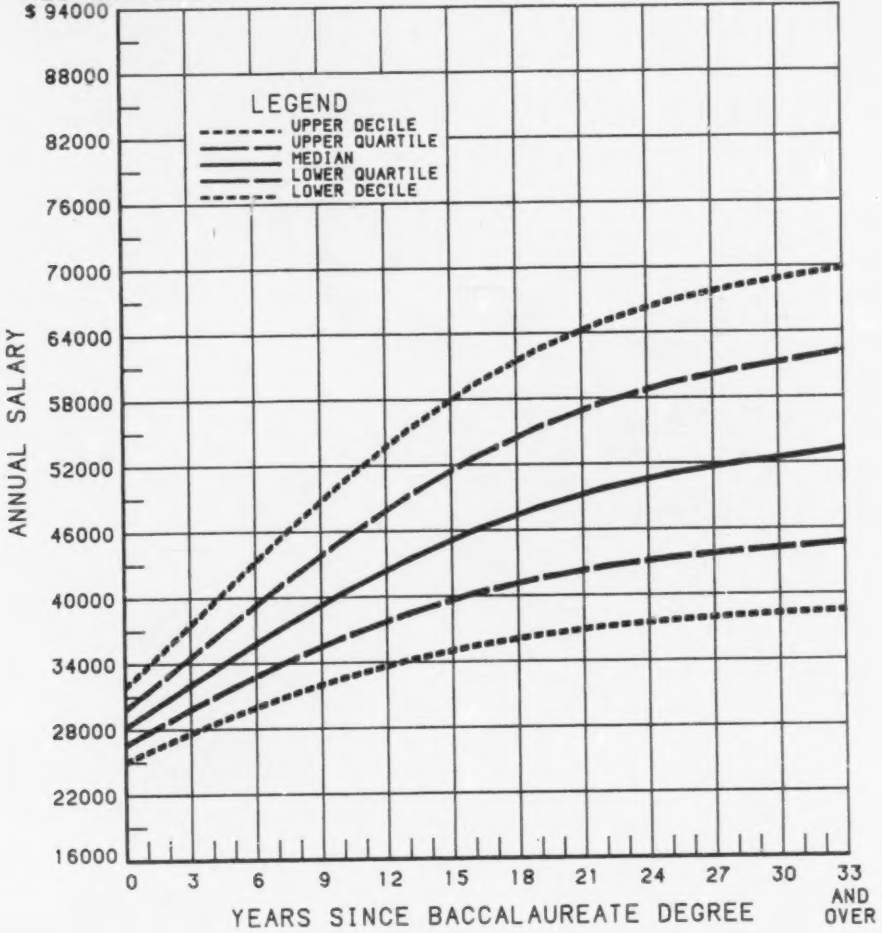
MOUNTAIN, NON-SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	29900	32300	34650	37000	39250	41350	43400	45250	46950
UPPER QUARTILE	29050	30750	32500	34300	36100	37850	39600	41350	43000
MEDIAN	28300	29450	30600	31800	33000	34200	35450	36650	37900
LOWER QUARTILE	27450	28200	29000	29850	30650	31500	32350	33200	34050
LOWER DECILE	26450	27050	27600	28150	28750	29350	29900	30500	31050
MEAN	28700	29850	31000	32200	33400	34600	35800	37050	38200
TOTAL NUMBER	54	74	101	70	87	70	78	68	61
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	49950	53400	55750	57250	58200	58750	59000	59150	59200
UPPER QUARTILE	46100	49950	52650	54250	54900	54900	54550	53850	52950
MEDIAN	40300	43700	46600	48900	50400	51100	51050	50100	47350
LOWER QUARTILE	35800	38350	40750	42850	44550	45750	46250	45900	42600
LOWER DECILE	32250	33950	35550	37000	38250	39300	40000	40450	39750
MEAN	40550	43750	46500	48600	49950	50600	50650	49950	48000
TOTAL NUMBER	128	105	76	89	62	91	61	59	124
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 1469

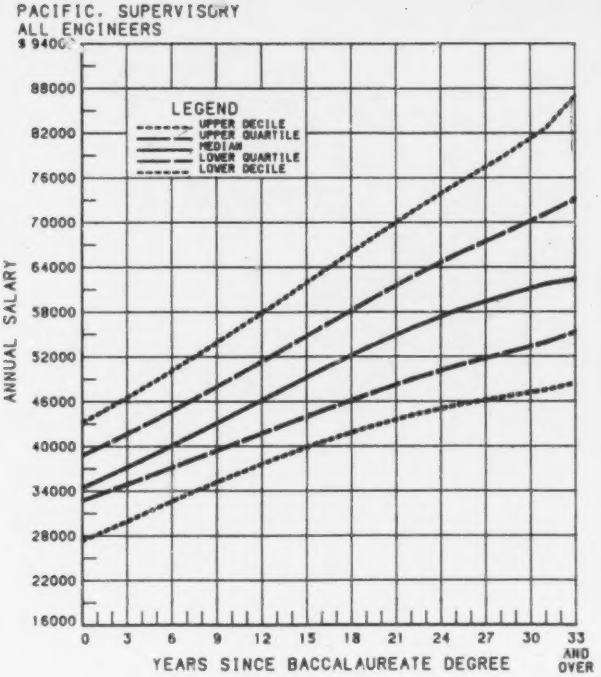
PACIFIC
ALL ENGINEERS

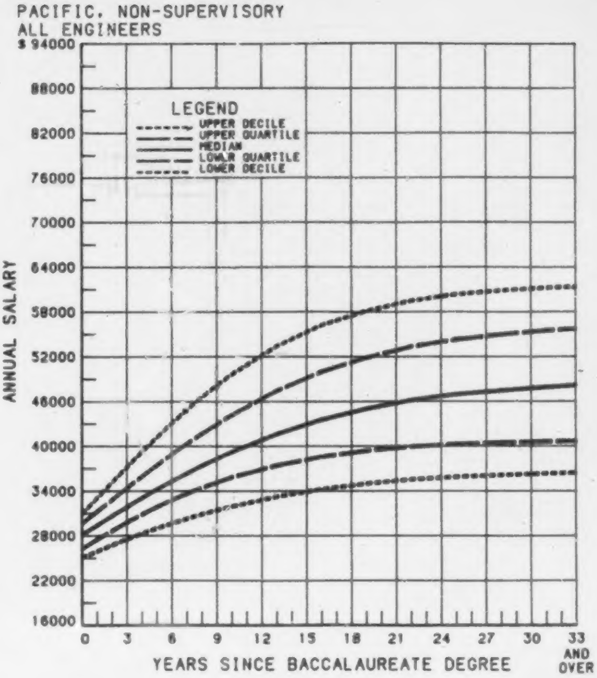


YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	31850	33700	35600	37500	39450	41350	43250	45150	47000
UPPER QUARTILE	29850	31400	32950	34550	36150	37700	39300	40850	42350
MEDIAN	28200	29500	30750	32050	33300	34550	35800	37000	38150
LOWER QUARTILE	26600	27700	28750	29850	30850	31850	32800	33750	34650
LOWER DECILE	25050	25950	26800	27650	28450	29250	30000	30700	31400
MEAN	28600	29900	31200	32500	33800	35100	36350	37600	38900
TOTAL NUMBER	299	275	301	341	395	251	240	261	275
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	3	0	3	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	50500	55250	59300	62550	65050	66900	68200	69200	69800
UPPER QUARTILE	45250	49200	52650	55450	57650	59350	60550	61550	62200
MEDIAN	40400	43400	46000	48100	49800	51050	52000	52750	53300
LOWER QUARTILE	36300	38450	40250	41600	42650	43400	43950	44400	44700
LOWER DECILE	32600	34200	35450	36400	37150	37650	38050	38350	38500
MEAN	41150	44250	46900	49100	50850	52150	53100	53900	54450
TOTAL NUMBER	683	776	619	618	667	589	528	384	777
OVER $93000	0	0	0	1	6	12	13	5	24
UNDER $18000	3	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 8287





PACIFIC, SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	43200	44300	0	46550	47750	48900	50150	51400	52550
UPPER QUARTILE	38800	39750	0	41700	42700	43700	44750	45850	45900
MEDIAN	34450	35350	0	37200	38150	39100	40100	41100	42100
LOWER QUARTILE	32750	33450	0	34900	35650	36400	37150	37900	38650
LOWER DECILE	27350	28200	0	29950	30350	31750	32600	33500	34350
MEAN	35650	36550	0	38350	39250	40200	41150	42150	43150
TOTAL NUMBER	7	5	4	15	34	23	28	51	32
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	55250	59200	63300	67350	71350	75150	78650	82600	86900
UPPER QUARTILE	49100	52500	55950	59350	62650	65700	58350	71150	73150
MEDIAN	44150	47200	50250	53150	55800	58150	60000	61750	62400
LOWER QUARTILE	40200	42500	44750	46900	48950	50750	52300	53900	55300
LOWER DECILE	36000	38400	40600	42500	44150	45500	46550	47550	48450
MEAN	45150	48200	51250	54250	57050	59600	61750	63800	64650
TOTAL NUMBER	138	208	184	213	260	231	193	138	271
OVER $93000	0	0	0	1	6	11	13	4	23
UNDER $18000	3	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 2044

PACIFIC, NON-SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30950	33050	35150	37200	39250	41200	43100	44900	46600
UPPER QUARTILE	29650	31250	32800	34400	35950	37450	38950	40350	41700
MEDIAN	28150	29400	30650	31850	33050	34200	35300	36350	37400
LOWER QUARTILE	26250	27500	28650	29800	30850	31850	32800	33650	34450
LOWER DECILE	25100	25900	26750	27550	28300	29000	29650	30300	30900
MEAN	28100	29500	30900	32250	33550	34850	36050	37200	38300
TOTAL NUMBER	291	270	296	326	360	227	211	209	242
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	3	0	3	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	49650	53400	56200	58150	59500	60350	50900	61250	61400
UPPER QUARTILE	44200	47450	50000	51900	53350	54300	55000	55500	55750
MEDIAN	39250	41650	43600	45050	46150	46950	47450	47900	48150
LOWER QUARTILE	35850	37450	38600	39400	39950	40300	40500	40650	40700
LOWER DECILE	31950	33250	34250	35000	35550	35900	36150	36350	36450
MEAN	40250	42700	44600	46000	47000	47650	48100	48450	43600
TOTAL NUMBER	544	567	434	404	406	358	335	245	506
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 6242

APPENDIX

Appendix:

1985 SALARY SURVEY PARTICIPANTS, BY SECTOR:

AEROSPACE

Brunswick Corp. (Calif.)
Clifton Precision (Instruments & Life Support Div., Iowa)
Clifton Precision Div. Litton Systems (Pa.)
Gulton Industries
Grumman Aerospace
Ithaco, Inc.
Martin-Marietta Orlando Aerospace
Systron-Donner Corp.
Tracor Aerospace

CHEMICALS, DRUGS, PLASTICS

Air Products and Chemicals, Inc.
Alza Corp.
Amchem Products Inc.
American Enka Co.
E. I. DuPont
Goodyear Atomic Corp.
Kaiser Agricultural Chemicals, Inc.
Malco Chemical Co.
Monsanto Company
Ozark-Mahoning Co.
Rilsan Industrial Inc.
Rohm and Haas Co.
Stauffer Chemical Co.
Survival Technology Inc.
Thoratec Medical
Velsicol Chemical Co.
W. R. Grace

COMMUNICATION SERVICES

Allnet Communications
Carolina Telephone and Telegraph
General Telephone of the Midwest
General Telephone of the Southeast
Indiana Bell Telephone
Lincoln Telephone and Telegraph
MCI International, Inc.
Netword, Inc.
North Pittsburgh Telephone Co.
Pacific Bell Telephone
Pacific Northwest Bell Telephone
Quintron Systems
Southwestern Bell Telephone

CONSTRUCTION

Affholder Inc.
Al Johnson Construction
Atkinson Mechanical Contractors (formerly Wismer & Becker)
Atlas Construction Co.
CBI Industries Inc.
Fordice Construction
Fru-Con Corp.
Hutter Construction
J. A. Reece Co.
Mid Valley, Inc.
National Engineering and Contracting
Peter Kiewit and Sons (Construction Div.)
Schenabel Foundation Company
Utility Contractors
W. M. Lyles Co.
Wells Concrete
Zinser-Furby Inc.

CONSULTANTS (engineering and architectural)

Alvord, Burdick and Howson
Black, Sivalls and Bryson, Inc.
Bovay Engineers, Inc.
Burgess and Niple, Inc.
Burns and Roe, Inc.
C. R. Velzy Assoc., Inc.
Camp, Dresser and McKee
Capitol Engineering Corp.
CH2M Hill Inc.
Clyde C. Williams
Crandall Dry Dock Engineers
Daily and Assoc.
Ebasco Services Inc.
Gannett Fleming
Goodkind and O'Dea, Inc.
Greeley and Hansen
Gulf Interstate Engineering
Hardesty and Hanover
Howard Needles Tammen and Bergendoff
J. J. Krebs and Sons
Peabody Process Systems, Inc.
PRC Engineering
Research-Cottrell
Rust International
Sargent and Lundy Engineers
Stanley Consultants Inc.

ELECTRICAL MACHINERY AND EQUIPMENT

Allen-Bradley Co.
Allen-Bradley Industrial Computer Group
Bodine Electric Co.
Copeland Corp.
Hobart Corp.
Joliet Equipment Corp.
Maytag Co.
Milwaukee Electric Tool Corp.
S & C Electric Co.
Whirlpool Corp.

ELECTRIC UTILITIES

American Electric Power Service Corp.
Appalachian Power Co.
Arkansas Electric Cooperatives Corp.
Boston Edison
Carolina Power and Light Co.
Central Hudson Gas and Electric Co.
Central Illinois Light Co.
City Public Service Board of San Antonio
Commonwealth Edison
Dayton Power and Light Co.
Dominion Resources, Inc.

Douglas County (Georgia) Electric Membership Corp.
El Paso Electric Co.
Electric Power Board of Chattanooga
EVA Service Corp.
Grant County (Washington) Public Utility District
Illinois Power Co.
Indianapolis Power and Light Co.
Iowa-Illinois Gas and Electric Co.
Metropolitan Edison
Midstate Electric Co-op
Minnesota Power
Mississippi Power and Light Co.
Mississippi Power Co.
Montana Power Co.
Nebraska Public Power District
New York State Electric and Gas Corp.
Niagara Mohawk Power Corp.
Northern Neck Electric Co-op
Northwestern Wisconsin Electric Co.
Pennsylvania Power and Light
Public Service Co. of New Hampshire
Public Service Electric and Gas Co.
Safe Harbor Water Power Corp.
Sierra Pacific Power Co.
Southern Co. Services
Southern Indiana Gas and Electric Co.
Tampa Electric Co.
Texas-New Mexico Power Co.
Texas Utilities Generating Co.
Union Electric Co.
Upper Peninsula Power Co.
West Penn Power Co.
Wisconsin Electric Power Co.

ELECTRONIC EQUIPMENT (including computers)

Alpha Industries Inc.
American Electronic Laboratories Inc.
AT&T Technologies, Inc.
Ault Inc.
Case Communications, Inc.
Edo Corp.
Formation, Inc.
General Dynamics (Electronics Division)
George Risk Industries Inc.
Gould Inc. Defense Electronics Div.
HRB-Singer, Inc.
Iconics, Inc.
Inland Motor Division
Isco, Inc.
Ithaca Peripherals Inc.
Lockheed Electronics Co.
Litton Systems—Amecom Div.
Louis Allis Drives and Systems
MTS Systems Corp.
Norden Systems
Servo Corp.
System Development Corporation

ENGINEERING SERVICES, OTHER

ARCO Resources — Atlantic Richfield Co.
Arkwright-Boston Manufacturers Mutual Insurance Co.
Creare Inc.
Fluor Engineers
FMC Corp.
Halcon S. D. Group
Harza Engineering Co.
Hydrocarbon Research, Inc.
Underwriters Laboratories Inc.

GAS UTILITIES AND PIPELINES

Algonquin Gas Transmission Co.
Battle Creek Gas Co.
Colorado Interstate Gas Co.
Columbia Gas Transmission Corp.
Consolidated Gas Transmission
El Paso Natural Gas Co.
Laurel Pipeline Co.
Metropolitan Utilities District (Omaha)
Michigan Gas Utilities Co.
Nashville Gas Co.
Panhandle Eastern Pipeline Co.
Providence Gas Co.
Southern Natural Gas Co.
St. Lawrence Gas Co.
Texas Gas Transmission Co.
Valley Resources Inc.
Western Kentucky Gas Co.

GOVERNMENT (state and local)

Arkansas Highway and Transportation Dept.
City of Dayton, Ohio
City of Dayton Water Dept.
City of Portland, Ore. (Water Dept.)
Connecticut Water Co.
Indianapolis Water Co.
Kankakee Water Co.
Louisville Water Co.
Mississippi Research and Development Center
Mississippi State Highway Dept.
Missouri Highway and Transportation Dept.
New Jersey District Water Supply Commission
North Carolina Department of Transportation
North Dakota State Highway Dept.
Southern California Water Co.
Utilities Engineering Bureau of San Francisco

INSTRUMENTS, PRECISION

Benthos, Inc.
Brunswick Corp. (Florida)
Keithley Instruments
Parr Instrument Co.
Recon Optical Co.
Teledyne Avionics

MACHINERY (other than electrical)

Activation, Inc.
Ag-Chem Equipment Co.
Artisan Industries Inc.
Chemcut Corp.
Didde Graphic Systems Corp.
Elgin Sweeper Co.
Farmhand Inc.
Gehl Company
Koppers Co., Inc.
Manitowoc Engineering Co.

Prater Industries, Inc.
Roper Pump Co.
Taylor Machine Works
Timken Co.

METAL PRODUCTS, FABRICATED

AMP Inc.
Augusta Iron and Steel Works
Bernard Division, Dover Corp.
Brunswick Corp. (Wisc.)
Bush Hog Manufacturing Co.
Claude Sintz, Inc.
Deere and Co.
Duo-Fast Corp.
Ederer Inc.
Fafnir Bearing Division, Textron
Hackney Industries, Inc.
Hydroterm, Inc.
Intertherm, Inc.
Lakeside Bridge & Steel Co.
Lilliston Corp.
Milwaukee Metal Products Co.
Smith Berger Marine, Inc.
U.S. Solar Corp.
Worcester Controls Corp.

MINING

Cleveland Cliffs Iron Co.
Exxon Minerals
Freeport Sulphur Co.
Peter Kiewit Sons Inc. (Mining Division)
Polaris Resources Inc.

PETROLEUM

Alta Energy Corp.
Antares Oil Corp.
Burk Royalty Co.
Chevron Corp.
Citgo Petroleum Corp.
Dresser Engineering Co.
Dugan Production Corp.
Farmers Union Central Exchange, Inc.
Flag-Redfern Oil Co.
International Petroleum Services
Mesa Petroleum Corp.
Plains Resources, Inc.
Santa Fe Minerals, Inc.
Tesoro Petroleum Corp.
Total Petroleum Inc.
Zapata Offshore Drilling Corp.

PROFESSIONAL SOCIETIES/NONPROFIT ORGANIZATIONS

American Society of Biological Chemists
Illuminating Engineering Society of North America
MTM Association
Portland Cement Association
Rand Corporation
Water Pollution Control Federation

RESEARCH ORGANIZATIONS AND LABORATORIES

Aerospace Corporation
ASARCO Inc.
Auto Research Laboratories, Inc.
Battelle — Northwest
Borg-Warner Research Center
Dictaphone Research & Development
Duracell, Inc.
Eaton Corp.
EG&G Energy Measurements, Inc.
Environmental Research Institute of Michigan
Exxon Research and Engineering Co.
Fermilab
Halcon S. D. Group Inc. (NY/Texas)
General Research Corp. (California)
General Research Corp. (Virginia)
Gould Research Center
Lawrence Livermore National Laboratory
Los Alamos National Laboratory
MSE Inc.
National Radio Astronomy Observatory
PPG Industries (Glass Research & Development)
Ramex Synfuels
Re/Spec Inc.
Sandia National Laboratories (California)
Sandia National Laboratories (New Mexico)
University of Dayton Research Institute
Zimpro, Inc.

SHIPBUILDING

Associated Naval Architects Inc.
General Dynamics—Electric Boat Division
General Ship Corp.
General Ship Repair Corp.
Lockheed Shipbuilding

OTHERS (not classified elsewhere)

Allendale Mutual Insurance Company
American Institute of Timber Construction
Ameron
Anchor Dying and Finishing
Anchor Hocking
Armstrong World Industries
Bowater Southern Paper Co.
Cetus Corp.
Consolidated Paper
Cooper Tire and Rubber
Dairylea Cooperative
Fieldcrest Mills
Fundimensions
General Battery Corp.
Great Lakes Terminal & Transport
High Industries
Hershey Foods
Hydro Products Div. Honeywell
Inco Ltd.
Interstate Brick Co.
Kopp Glass Inc.
Kraft, Inc.
L. S. Heath
Litton Conveyor Systems

Litton Engineering Systems
Lord Corp.
Louisville Fire Brick Works
Martin Marietta Energy Systems
Mead Corp.
Monier Resources
Norplex
Pearl Brewing
Power Machine Co.
Precision Industrial Components Corp.
Price Brothers
San Jose Water Company
SFK Steel
Superior Fiber Products
Thomas, Bennett, and Hunter
Valley Detroit Diesel Allison
Welding, Design and Fabrication

AAES AMERICAN ASSOCIATION OF ENGINEERING SOCIETIES, INC.
345 EAST 47th STREET • NEW YORK, NEW YORK 10017 • TELEPHONE 212-705-7840 • TELEX: 424668

February 1985

TO CORPORATE SALARY AND PERSONNEL ADMINISTRATORS:

The Engineering Manpower Commission of the American Association of Engineering Societies, Inc. is conducting its annual survey of engineers' salaries. Since AAES is a public service organization, broadly representative of the engineering profession, the EMC reports are recognized as authoritative and impartial. As an employer of engineering graduates you are invited to participate in this 1985 study.

The salary curves published from this study are in a form directly usable by most salary administrators. Data are presented in graphic and tabular form to show upper and lower decile, upper and lower quartile, median, and mean salaries by years since baccalaureate degree.

Salaries reported should be those in effect February 1, 1985. Please report base salaries and regular allowances only, without overtime or other unpredictable payments. Salaries for those who graduated in the first quarter of 1985 should be combined with the 1984 graduates. Please note that salaries for Master's and Ph.D. degree recipients are to be reported by the year the recipients' Baccalaureate degree was granted.

Two separate forms are enclosed, one for supervisory and the other for non-supervisory positions. Question 1 on the back of each form deals with the industry group for your organization. Please indicate the number of the group which represents your primary choice, and any secondary industry group you feel is also representative of your organization. To permit the most accurate breakdown of our salary statistics, we ask that diversified companies use separate forms to report components that are in different industry groups or locations. If you need additional forms, we will be glad to provide them.

While we look forward to receiving your data response, if your company does not intend to participate in this salary study, we would appreciate it if you would please use the enclosed postage-paid response envelope to so inform us. This will insure that no follow-up mailings will be sent to you.

Thank you for your time and cooperation.

Sincerely,

Carolyn J Heydt

Carolyn J. Heydt
Manager - Manpower Activities

Encl.

EXAMPLE OF COMPLETED FORM

Please report the number of individuals in each appropriate block as indicated below.

	ANNUAL SALARY		YEAR OF BACCALAUREATE DEGREE (OR AGE)													
	BACHELORS DEGREE HIGHEST HELD		1983 (23)	1982 (24)	1981 (25)	1980 (26)	1979 (27)	1978 (28)	1977 (29)	1976 (30)	1975 (31)	1972-1974 (32-34)	1969-1971 (35-37)	1966-1968 (38-40)	1963-1965 (41-43)	1960-1962 (44-46)
101	$88,000 & over															
102	$83,000-87,999	$5,000 intervals														
103	$78,000-82,999										1					
104	$73,000-77,999															
105	$68,000-72,999									9						
106	$63,000-67,999							1		1	1					
107	$58,000-62,999								2							
108	$53,000-57,999				4	2	1		3	1						
109	$48,000-52,999					2	7	8								
110	$45,000-47,999	$3,000 intervals		3	12	10	3	1	2		1					
111	$42,000-44,999		2	8	3	4		1								
112	$39,000-41,999		5	6	2											
113	$36,000-38,999															
114	$33,000-35,999															

Please do not use check-marks or X's wnen filling in the forms.

AAES AMERICAN ASSOCIATION OF ENGINEERING SOCIETIES, INC.
345 EAST 47th STREET • NEW YORK, NEW YORK 10017 • TELEPHONE 212-705-7840 • TELEX: 424668

EMC Policy Regarding Salary Survey Participants

It is our practice to list the names of companies and other organizations participating in our salary surveys so that users will be able to ascertain whether a particular industry group is representative of their own field of employment. At the same time, it is our long-standing policy to protect each respondent's data from disclosure to anyone else.

To protect the confidentiality of information and to provide adequate safeguards against the disclosure of data identified with any particular survey participant, the following precautions are taken:

1. Company identification does not appear on the data section of salary questionnaires, and is not entered with the data in the computer. After the return has been checked for completeness, the respondent's name is removed from our follow-up list.

2. Respondents' data will not be disclosed to unauthorized persons under any circumstances.

3. No statistics will be published for any employer group consisting of less than five (5) respondents.

4. Statistics will be based on data exactly as reported by survey respondents unless a single employer's return would account for more than one half of the salaries in a group. In such cases, which occur only rarely, the data will be weighted in our computer program to prevent a single employer from unduly dominating the salary statistics for a group in which his data are included.

5. The names of individuals filling out the survey forms will not be published.

6. If any returns are received requesting that the respondent not be identified, these will be returned to the respondent. Anonymous returns will normally not be included in the survey statistics.

FORM A

DO NOT DETACH THIS PAGE—SEE INSTRUCTIONS ON FORM

Questionnaire Form for Engineering Graduates in NON-SUPERVISORY Positions Only

PROFESSIONAL INCOME OF ENGINEERS—1985

Please return this sheet with your filled-out data form. **Unidentified returns cannot be included in the survey.** Do not put your name and address on the form itself. When we have checked off receipt of your return and screened it for completeness, we will separate this address slip from the data form so that the confidentiality of your data will be assured.

1. Name of Reporting Organization: ____________________

Address: ____________________

City: ____________________ State: __________ Zip Code: __________

2. Name and title of person responsible for data: ____________________

Tel. No. (   )-__________

RETURN THIS ENTIRE DATA FORM AND FORM B TO:

ENGINEERING MANPOWER COMMISSION
345 EAST 47TH STREET, NEW YORK, NEW YORK 10017

FORM A
(Please also complete Form B)

Questionnaire Form for Engineering Graduates in NON-SUPERVISORY Positions Only

PROFESSIONAL INCOME OF ENGINEERS—1985

A survey conducted by
ENGINEERING MANPOWER COMMISSION
of American Association of Engineering Societies, Inc.
212-705-7840

IN ORDER TO ASSURE COMPLETE CONFIDENTIALITY of employers' returns, please observe the following procedure:

DO NOT put your name and address on the inside data portion of this form, but fill in information for questions 1-4 to enable correct classification of your reply.

Fill in the salary data for supervisory engineering graduates on the inside of this form. Also fill in the data for Form A.

THEN FILL OUT THE ADDRESS SHEETS ON FORMS A AND B and return **BOTH FORMS** to EMC.

If we do not receive a name and address slip with your return, we will have to send you an unnecessary follow-up mailing. Unidentified returns will not be included in the survey results. For further information see the sheet entitled "EMC Policy Regarding Salary Survey Participants."

1. **Product or service code of organization (see below for preferred categories):** ______________________

2. Total number of employees in organization or unit (approx): ______________________

3. Please indicate state in which these engineers are predominantly employed, for purposes of determining regional salary differences: ______________________

4. If any employed SUPERVISORY engineering graduates are NOT included in this report, please give such additional number and reason for omission:

Number: ______________ Reason: ______________________

SURVEY CATEGORIES USUALLY REPORTED BY EMC

Manufacturing Industry Groups (Specify product area below)
31 Aerospace
37 Automotive
35 Business machines
51 Ceramic products, stone, clay, glass, cement
11 Chemicals, drugs, plastics
27 Computer
21 Electrical machinery & equipment
26 Electronic equipment
52 Food products
34 Instruments (precision)
56 Lumber & wood products
36 Machinery (other than electrical)
42 Metal products, fabricated
41 Metals, basic
53 Paper products
18 Petroleum
46 Railroad equipment
55 Rubber & plastic products, fabricated
38 Shipbuilding
54 Textile products
59 Other (please specify only if none of the above categories is satisfactory)______________________.

Non-Manufacturing Industry Groups (Specify service area below)
88 Business, trade, publishing
81 Communication services
68 Construction
71 Consultants, engineering & architectural
73 Engineering services, other
61 Mining
74 Research organizations & laboratories
84 Transportation services
86 Electric Utilities
87 Gas Utilities & Pipelines

Government (Specify Level)
01 Federal
02 State
03 Local

Educational Institutions (Specify Type)
91 Colleges & universities
93 Techinical institutes & junior colleges
94 Professional societies & non-profit institutions

FORM A

PRESENT SALARY OF NON-SUPERVISORY ENGINEERING GRADUATES

IMPORTANT – please read carefully before filling out form.

This form gives the distribution of employed engineering graduates as a function of salary bracket, highest degree held, and years of experience as measured since graduation with a bachelor's degree. Salary brackets are indicated at the left of each row – note that some brackets include a wider salary range than others. Separate sections of the form are set aside for each degree level – bachelor, master, or doctor. Individuals are to be reported in the section corresponding to highest degree level, but within each section they are to be reported in the column for their year of graduation with bachelor's degree, to give a common basis for comparison. If year of graduation cannot be given, report by age (average 1984 graduate is 23, etc.)

SALARY – should include base salary before deductions, and any regular allowances such as cost of living differential, etc. Do not include unpredictable payments for overtime work, stock options, bonuses, etc.

NON-SUPERVISORY ENGINEERS – should include all engineering graduates whose duties are not primarily supervisory or managerial. It is recognized that the precise definition of this group will vary somewhat from company to company. Please include non-supervisory engineering graduates who are currently in non-technical positions. If any engineering graduates must be omitted, please describe on line 4 of the cover page of this form. Do not report part-time employees.

	ANNUAL SALARY		YEAR OF BACCALAUREATE DEGREE (OR AGE)																		
	BACHELORS DEGREE HIGHEST HELD		1984 (23)	1983 (24)	1982 (25)	1981 (26)	1980 (27)	1979 (28)	1978 (29)	1977 (30)	1976 (31)	1973-1975 (32-34)	1970-1972 (35-37)	1967-1969 (38-40)	1964-1966 (41-43)	1961-1963 (44-46)	1958-1960 (47-49)	1955-1957 (50-52)	1952-1954 (53-57)	UP TO 1951 (58+)	
101	$93,000 & over																				101
102	$88,000-92,999	$5,000 intervals																			102
103	$83,000-87,999																				103
104	$78,000-82,999																				104
105	$73,000-77,999																				105
106	$68,000-72,999																				106
107	$63,000-67,999																				107
108	$58,000-62,999																				108
109	$53,000-57,999																				109
110	$48,000-52,999																				110
111	$45,000-47,999	$3,000 intervals																			111
112	$42,000-44,999																				112
113	$39,000-41,999																				113
114	$36,000-38,999																				114
115	$33,000-35,999																				115
116	$30,000-32,999																				116
117	$27,000-29,999																				117
118	$26,000-26,999	$1,000 intervals																			118
119	$25,000-25,999																				119
120	$24,000-24,999																				120
121	$23,000-23,999																				121
122	$22,000-22,999																				122
123	$21,000-21,999																				123
124	$20,000-20,999																				124
125	$19,000-19,999																				125
126	$18,000-18,999																				126
127	Less than $18,000																				127

MASTERS DEGREE HIGHEST HELD (REPORT UNDER YEAR OF BACCALAUREATE DEGREE OR AGE, AS ABOVE)

201	$93,000 & over		▨																		201
202	$88,000-92,999	$5,000 intervals	▨																		202
203	$83,000-87,999		▨																		203
204	$78,000-82,999		▨																		204
205	$73,000-77,999		▨																		205
206	$68,000-72,999		▨																		206
207	$63,000-67,999		▨																		207
208	$58,000-62,999		▨																		208
209	$53,000-57,999		▨																		209
210	$48,000-52,999		▨																		210
211	$45,000-47,999	$3,000 intervals	▨																		211
212	$42,000-44,999		▨																		212
213	$39,000-41,999		▨																		213
214	$36,000-38,999		▨																		214
215	$33,000-35,999		▨																		215
216	$30,000-32,999		▨																		216
217	$27,000-29,999		▨																		217
218	$26,000-26,999	$1,000 intervals	▨																		218
219	$25,000-25,999		▨																		219
220	$24,000-24,999		▨																		220
221	$23,000-23,999		▨																		221
222	$22,000-22,999		▨																		222
223	$21,000-21,999		▨																		223
224	$20,000-20,999		▨																		224
225	$19,000-19,999		▨																		225
226	$18,000-18,999		▨																		226
227	Less than $18,000		▨																		227

DOCTORS DEGREE HIGHEST HELD (REPORT UNDER YEAR OF BACCALAUREATE DEGREE OR AGE, AS ABOVE)

301	$93,000 & over		▨	▨																	301
302	$88,000-92,999	$5,000 intervals	▨	▨																	302
303	$83,000-87,999		▨	▨																	303
304	$78,000-82,999		▨	▨																	304
305	$73,000-77,999		▨	▨																	305
306	$68,000-72,999		▨	▨																	306
307	$63,000-67,999		▨	▨																	307
308	$58,000-62,999		▨	▨																	308
309	$53,000-57,999		▨	▨																	309
310	$48,000-52,999		▨	▨																	310
311	$45,000-47,999	$3,000 intervals	▨	▨																	311
312	$42,000-44,999		▨	▨																	312
313	$39,000-41,999		▨	▨																	313
314	$36,000-38,999		▨	▨																	314
315	$33,000-35,999		▨	▨																	315
316	$30,000-32,999		▨	▨																	316
317	$27,000-29,999		▨	▨																	317
318	$26,000-26,999	$1,000 intervals	▨	▨																	318
319	$25,000-25,999		▨	▨																	319
320	$24,000-24,999		▨	▨																	320
321	$23,000-23,999		▨	▨																	321
322	$22,000-22,999		▨	▨																	322
323	$21,000-21,999		▨	▨																	323
324	$20,000-20,999		▨	▨																	324
325	$19,000-19,999		▨	▨																	325
326	$18,000-18,999		▨	▨																	326

FORM B

DO NOT DETACH THIS PAGE—SEE INSTRUCTIONS ON FORM

Questionnaire Form for Engineering Graduates in SUPERVISORY Positions Only

PROFESSIONAL INCOME OF ENGINEERS—1985

Please return this sheet with your filled-out data form. **Unidentified returns cannot be included in the survey.** Do not put your name and address on the form itself. When we have checked off receipt of your return and screened it for completeness, we will separate this address slip from the data form so that the confidentiality of your data will be assured.

1. Name of Reporting Organization: ____________________

Address: ____________________

City: ____________________ State: __________ Zip Code: __________

2. Name and title of person responsible for data: ____________________

Tel. No. (   )-__________

RETURN THIS ENTIRE DATA FORM AND FORM A TO:

ENGINEERING MANPOWER COMMISSION
345 EAST 47TH STREET, NEW YORK, NEW YORK 10017

FORM B
(Please also complete Form A)

Questionnaire Form for Engineering Graduates in SUPERVISORY Positions Only

PROFESSIONAL INCOME OF ENGINEERS—1985

A survey conducted by
ENGINEERING MANPOWER COMMISSION
of American Association of Engineering Societies, Inc.
212-705-7840

IN ORDER TO ASSURE COMPLETE CONFIDENTIALITY of employers' returns, please observe the following procedure:

DO NOT put your name and address on the inside data portion of this form, but fill in information for questions 1-4 to enable correct classification of your reply.

Fill in the salary data for supervisory engineering graduates on the inside of this form. Also fill in the data for Form A.

THEN FILL OUT THE ADDRESS SHEETS ON FORMS A AND B and return **BOTH FORMS** to EMC.

If we do not receive a name and address slip with your return, we will have to send you an unnecessary follow-up mailing. Unidentified returns will not be included in the survey results. For further information see the sheet entitled "EMC Policy Regarding Salary Survey Participants."

1. **Product or service code of organization (see below for preferred categories):** ____________________

2. Total number of employees in organization or unit (approx): ____________________

3. Please indicate state in which these engineers are predominantly employed, for purposes of determining regional salary differences: ____________________

4. If any employed SUPERVISORY engineering graduates are NOT included in this report, please give such additional number and reason for omission:

Number: ____________________ Reason: ____________________

SURVEY CATEGORIES USUALLY REPORTED BY EMC

Manufacturing Industry Groups (Specify product area below)
31 Aerospace
37 Automotive
35 Business machines
51 Ceramic products, stone, clay, glass, cement
11 Chemicals, drugs, plastics
27 Computer
21 Electrical machinery & equipment
26 Electronic equipment
52 Food products
34 Instruments (precision)
56 Lumber & wood products
36 Machinery (other than electrical)
42 Metal products, fabricated
41 Metals, basic
53 Paper products
18 Petroleum
46 Railroad equipment
55 Rubber & plastic products, fabricated
38 Shipbuilding
54 Textile products
59 Other (please specify only if none of the above categories is satisfactory)____________________.

Non-Manufacturing Industry Groups (Specify service area below)
88 Business, trade, publishing
81 Communication services
66 Construction
71 Consultants, engineering & architectural
73 Engineering services, other
61 Mining
74 Research organizations & laboratories
84 Transportation services
86 Electric Utilities
87 Gas Utilities & Pipelines

Government (Specify Level)
01 Federal
02 State
03 Local

Educational Institutions (Specify Type)
91 Colleges & universities
93 Techinical institutes & junior colleges
94 Professional societies & non-profit institutions

FORM B

PRESENT SALARY OF SUPERVISORY ENGINEERING GRADUATES ONLY

IMPORTANT – please read carefully before filling out form.

This form gives the distribution of employed engineering graduates as a function of salary bracket, highest degree held, and years of experience as measured since graduation with a bachelor's degree. Salary brackets are indicated at the left of each row – note that some brackets include a wider salary range than others. Separate sections of the form are set aside for each degree level – bachelor, master, or doctor. Individuals are to be reported in the section corresponding to highest degree level, but within each section they are to be reported in the column for their year of graduation with bachelor's degree, to give a common basis for comparison. If year of graduation cannot be given, report by age (average 1984 graduate is 23, etc.)

SALARY – should include base salary before deductions, and any regular allowances such as cost of living differential, etc. Do not include unpredictable payments for overtime work, stock options, bonuses, etc.

SUPERVISORY ENGINEERS – should include all engineering graduates whose duties are primarily supervisory or managerial. It is recognized that the precise definition of this group will vary somewhat from company to company. Please report all supervisory engineering graduates, including those who are in general management or non-technical positions. If any must be omitted, please describe them on line 4 of the cover page of this form. Do not report part-time employees.

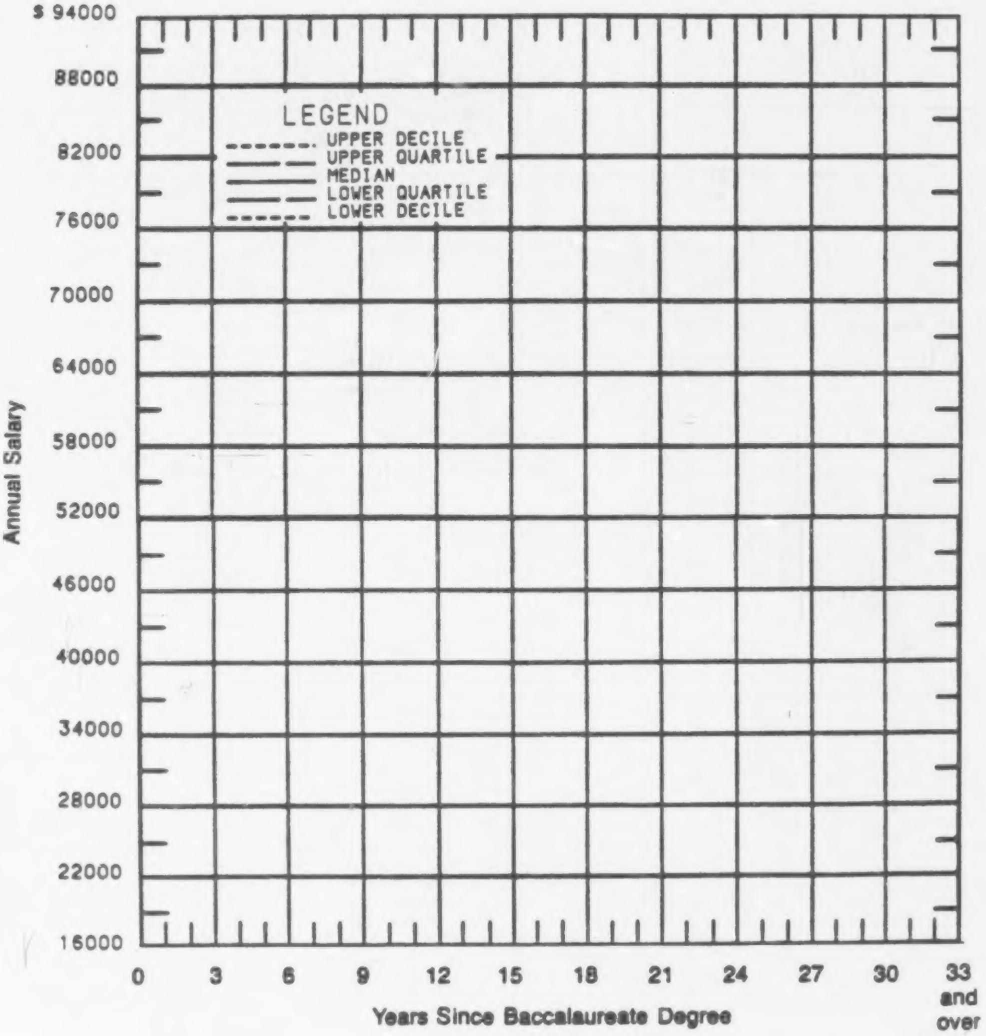
	ANNUAL SALARY		YEAR OF BACCALAUREATE DEGREE (OR AGE)																	
	BACHELORS DEGREE HIGHEST HELD		1984 (23)	1983 (24)	1982 (25)	1981 (26)	1980 (27)	1979 (28)	1978 (29)	1977 (30)	1976 (31)	1973–1975 (32-34)	1970–1972 (35-37)	1967–1969 (38-40)	1964–1966 (41-43)	1961–1963 (44-46)	1958–1960 (47-49)	1955–1957 (50-52)	1952–1954 (53-57)	UP TO 1951 (58+)	
101	$93,000 & over																				101
102	$88,000-92,999	$5,000 intervals																			102
103	$83,000-87,999																				103
104	$78,000-82,999																				104
105	$73,000-77,999																				105
106	$68,000-72,999																				106
107	$63,000-67,999																				107
108	$58,000-62,999																				108
109	$53,000-57,999																				109
110	$48,000-52,999																				110
111	$45,000-47,999	$3,000 intervals																			111
112	$42,000-44,999																				112
113	$39,000-41,999																				113
114	$36,000-38,999																				114
115	$33,000-35,999																				115
116	$30,000-32,999																				116
117	$27,000-29,999																				117
118	$26,000-26,999	$1,000 intervals																			118
119	$25,000-25,999																				119
120	$24,000-24,999																				120
121	$23,000-23,999																				121
122	$22,000-22,999																				122
123	$21,000-21,999																				123
124	$20,000-20,999																				124
125	$19,000-19,999																				125
126	$18,000-18,999																				126
127	Less than $18,000																				127

MASTERS DEGREE HIGHEST HELD (REPORT UNDER YEAR OF BACCALAUREATE DEGREE OR AGE, AS ABOVE)

201	$93,000 & over		▨																	201
202	$88,000-92,999	$5,000 intervals	▨																	202
203	$83,000-87,999		▨																	203
204	$78,000-82,999		▨																	204
205	$73,000-77,999		▨																	205
206	$68,000-72,999		▨																	206
207	$63,000-67,999		▨																	207
208	$58,000-62,999		▨																	208
209	$53,000-57,999		▨																	209
210	$48,000-52,999		▨																	210
211	$45,000-47,999	$3,000 intervals	▨																	211
212	$42,000-44,999		▨																	212
213	$39,000-41,999		▨																	213
214	$36,000-38,999		▨																	214
215	$33,000-35,999		▨																	215
216	$30,000-32,999		▨																	216
217	$27,000-29,999		▨																	217
218	$26,000-26,999	$1,000 intervals	▨																	218
219	$25,000-25,999		▨																	219
220	$24,000-24,999		▨																	220
221	$23,000-23,999		▨																	221
222	$22,000-22,999		▨																	222
223	$21,000-21,999		▨																	223
224	$20,000-20,999		▨																	224
225	$19,000-19,999		▨																	225
226	$18,000-18,999		▨																	226
227	Less than $18,000		▨																	227

DOCTORS DEGREE HIGHEST HELD (REPORT UNDER YEAR OF BACCALAUREATE DEGREE OR AGE, AS ABOVE)

301	$93,000 & over		▨	▨																301
302	$88,000-92,999	$5,000 intervals	▨	▨																302
303	$83,000-87,999		▨	▨																303
304	$78,000-82,999		▨	▨																304
305	$73,000-77,999		▨	▨																305
306	$68,000-72,999		▨	▨																306
307	$63,000-67,999		▨	▨																307
308	$58,000-62,999		▨	▨																308
309	$53,000-57,999		▨	▨																309
310	$48,000-52,999		▨	▨																310
311	$45,000-47,999	$3,000 intervals	▨	▨																311
312	$42,000-44,999		▨	▨																312
313	$39,000-41,999		▨	▨																313
314	$36,000-38,999		▨	▨																314
315	$33,000-35,999		▨	▨																315
316	$30,000-32,999		▨	▨																316
317	$27,000-29,999		▨	▨																317
318	$26,000-26,999	$1,000 intervals	▨	▨																318
319	$25,000-25,999		▨	▨																319
320	$24,000-24,999		▨	▨																320
321	$23,000-23,999		▨	▨																321
322	$22,000-22,999		▨	▨																322
323	$21,000-21,999		▨	▨																323
324	$20,000-20,999		▨	▨																324
325	$19,000-19,999		▨	▨																325
326	$18,000-18,999		▨	▨																326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33 and over
Years Since Baccalaureate Degree

AAES

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